



Gadaffi HQ engulfed in heavy gunfire

There was near-panic in Tripoli after fierce gun battles outside President Gadaffi's military headquarters

Mori found that seven in ten Britons think Mrs Thatcher was wrong to allow British-based aircraft to go on the raid

Machine-gun fire outside Colonel Gadaffi's personal military headquarters in Tripoli yesterday...

Adding to the confusion were fierce barrages of anti-aircraft fire above Tripoli and claims by the Government to have shot down another American aircraft

Nor was this surprising. Western correspondents, myself among them, were being driven in a bus towards the colonel's headquarters when heavy firing broke out in front of the defensive positions...

From Robert Fisk, Tripoli

away, with police cars racing through the Tripoli streets around us, their horns blaring, more heavy fighting could be heard from the suburbs.

At the same time, a large Libyan gunboat left its moorings in the naval port and manoeuvred to within 50 yards of the main seafront highway in front of Tripoli's largest hotel, the Kbir, its decks crowded with seamen, its deckguns pointed into the city.

The vessel - CD144 clearly painted on its side - had started moving into position only a few minutes before the shooting broke out at the colonel's headquarters.

Ironically, the Libyan Government had just invited foreign correspondents to travel to Colonel Gadaffi's palace - which stands within the Azzazi Barrack walls - for a press conference with the Libyan leader who had not been seen in public since Tuesday morning's air raid.

Aboard the vehicle was the colonel's personal press adviser, Mr Ibrahim Sagher. But we never got the chance to see Colonel Gadaffi. Correspondents aboard the bus threw themselves off their seats and on to the floor as the firing darted across the approach road to the colonel's head-

quarters, which is itself surrounded by modern Soviet-made T72 tanks.

From the windows of the vehicle, I could see one of Colonel Gadaffi's guards, running backwards in alarm, pointing his AK47 rifle towards the house outside the barracks amid a hail of gunfire. Another guard grabbed his rifle from behind the back entrance of the barracks.

The city itself was in panic. At one point, I could hear the sound of anti-aircraft guns - an hour earlier a Libyan official reported that two high flying reconnaissance aircraft, perhaps American, had approached the coast.

By late afternoon, Libyan officials were claiming that the shooting had merely been directed at an American aircraft - they described it as an FSR71 plane, code named "Blackbird" - and that there had been no fighting in the streets. They invited journalists back to the barracks half an hour later, saying that they could see the damage caused to the headquarters by the American air raid but that there was no press conference with the Libyan leader - indeed, that there never had been a press conference planned in the first place.

Taken back to the barracks - where there was now no shooting - correspondents were shown eight large craters in the compound.

Bombing aftermath 7 Reagan's strategist 10 Line of shame 12 Leading article, letters 13

Public opinion against Reagan

By David Walker

A clear majority of the British people - 66 per cent - disapprove of President Reagan's decision to bomb Libya. Nearly two thirds have little or no confidence in American handling of events.

A MORI poll carried out for The Times late on Tuesday and early yesterday showed that both Mr Reagan and Mrs Thatcher have the support only of minorities.

In one of the first rigorous tests of public opinion since the American action, 71 per cent judged Mrs Thatcher's decision to allow the use of British bases by the Americans to be wrong. Only 29 per cent thought the Americans right to order strikes against Libya and only 25 per cent approved of Mrs Thatcher's backing.

Confidence in American handling of the crisis is low. The practical results of the attack are in doubt, too.

More than eight out of 10 people believe that the likelihood of Libyan-backed terrorist attacks in Britain has increased. Only a tiny handful - 4 per cent - think terrorist outrages are now less likely.

The entire basis of the American action appears to be rejected by the majority.

MORI's figures seem to show widespread support instead for what had emerged by last weekend as the European options for dealing with Libya, a concerted package of economic sanctions.

Well over half of the sample - 57 per cent - thought Britain should take economic sanctions against Libya and exactly the same proportion favoured a British effort to encourage other European countries to withdraw diplomatic recognition.

Only 13 per cent wanted any further use of British bases by the Americans.

Continued on page 2, col 7

Kidnap family together again



Mr and Mrs Guinness yesterday with their daughters Gillian (left) and Tania (Photograph: Harry Kerr).

Steepest jobless rise in 4 1/2 years

By David Smith Economics Correspondent

The level of unemployment rose strongly last month, adult unemployment recording its biggest monthly rise since September 1981. Government officials believe that the jobless trend is up again.

The adult total for unemployment rose by 36,800 to 3,198 million - 13.2 per cent of the workforce - last month. Part of the increase was due to the very cold February weather, but the trend of unemployment is officially estimated to be rising by 10,000 to 15,000 a month.

Lord Young of Graffham, the Secretary of State for Employment, said that unemployment showed an "erratically high increase" last month, and that employment was rising strongly.

Last year the employed labour force rose by 276,000 to just over 24 million. Since March 1983, according to the figures, nearly one million jobs have been created.

The unadjusted unemployment total, including school-leavers fell by 12,924 to 3,323,776. A fall in March is normal.

There was better news for the Government in the public sector borrowing figures for March. The PSBR was £3 billion last month, bringing the total for the 1985-86 financial year to £5.9 billion, £900 million lower than forecast in the Budget and the lowest total since 1977-78.

Details, page 21

Mrs Guinness tells of ordeal

From Richard Ford, Dublin

Mrs Jennifer Guinness was freed from her kidnap ordeal early yesterday morning after armed police surrounded a flat in the centre of Dublin and captured three armed men. No money had been paid to the kidnapers.

Mrs Guinness, aged 48, wife of Mr John Guinness, a merchant banker, had been forced by her armed and masked captors to spend almost all her seven-day ordeal lying in bed.

As they moved from five different hiding places her kidnappers taped her eyes and bundled her into the boot of a series of vehicles.

But the courage, determination and daring of Mrs Guinness, aged 48, a mother of three, allowed her to bargain with her captors for privileges as well as to make a nuisance of herself.

Mrs Guinness called three of the men who had snatched her "my protectors" and said she felt no hatred for them. "I feel sorry for my family and quite sorry for myself. I think I feel pity and compassion for them."

Looking relaxed and fresh she happily hugged her husband at a press conference at a hotel near their home, only ten hours after being rescued.

Mrs Guinness said that she refused to allow herself to be abused. "I was determined about this. I was going to come out physically and mentally intact. She added that "a lot of anger, and a lot of determination" had helped her through the ordeal, which began when she was abducted her from her home in Howth

Minister reviews ransom insurance

By Richard Evans Lobby Reporter

Mr Douglas Hurd, the Home Secretary, is reviewing the controversy involving kidnap ransom insurance, it was revealed last night.

The disclosure, in a Commons written answer, follows demands from Mr Dale Campbell-Savours, Labour MP for Worthington, for the prosecution of Control Risks Limited, a London-based firm of kidnap consultants, and Cassidy Davies, a firm specialising in kidnap insurance, for allegedly breaching prevention of terrorism laws.

Sir Michael Havers, Attorney General, said last night: "The Government is aware of the concern about kidnap ransom insurance, and the Home Secretary has the position under consideration."

He said he was satisfied that kidnap ransom insurance could be lawfully effected under British law.

Sir Michael added: "No evidence has ever been placed before me of the commission by Control Risks Ltd, or Cassidy Davies Ltd, of either substantive offences under Sections 10 or 11 of the 1984 Act or conspiracy to contravene those provisions."

Those two sections concern contributions towards acts of terrorism, and information about acts of terrorism. Control Risks sent a representative to Dublin last weekend following the kidnap of Mrs Jennifer Guinness. Leading article, page 13

Tomorrow Victorian values



How Norman St John-Stevas finds himself cast as this century's answer to journalist and constitutionalist Walter Bagehot

Portfolio Gold

More and more readers are joining in The Times' unique share-price competition relaunched this week as Portfolio Gold. There is a daily prize of £4,000 and a weekly prize of £8,000. You will need the new Portfolio Gold card to play the game. Newsagents have been receiving supplies throughout last week, and copies of the current Sunday Times Magazine contain a gold card. If you have any difficulty obtaining one, details of where to apply appear on page 3. Two readers shared yesterday's £4,000 prize - details page 3. Portfolio list, page 24; rules and how to play, page 20.

Table with 2 columns: News/Feature and Page number. Includes Home News, Overseas, Arts, Births, Deaths, Marriages, Births, Deaths, Church, Court, Crosswords, Diary, Features, Law Report, Leaders, Letters, Obituary, Parliament, Sex Room, Science, Sport, Theatres, TV & Radio, Weather.

President thanks British people

From Christopher Thomas Washington

President Reagan effusively thanked Britain yesterday for helping in the raid on Libya.

"Our allies who have cooperated in this action, especially those who share our common law heritage, can be prepared that they stood for freedom and right, that as free people they have not let themselves be cowed by threats of violence," he said.

He told the American Bar Association that the US had tried to stop terrorist attacks through quiet diplomacy, public condemnation, economic sanctions and a show of military might. But Colonel Gadaffi had intensified his terrorist war by sending his agents around the world to murder and maim innocent people. He hoped Colonel Gadaffi would not mistake American resolve again.

Although the raids marked a much-threatened turning point in America's response to international terrorism, senior officials yesterday insisted they did not press a policy of automatic tit-for-tat for every atrocity against American targets. It was made clear that Mr Reagan would respond on a case-by-case basis and would strike only if there was irrefutable evidence against those responsible.

Yesterday, for the first time, Mr George Shultz, the Secretary of State, gave precise details of the evidence Mr Reagan had frequently cited of Libyan complicity in the attack on US servicemen at a West Berlin discotheque last week.

Without producing the documents, he said the evidence was in the form of messages between Libya and its "People's Bureau" in East Germany. From Libya, the bureau was told to plan the attack. Later, it replied they had been able to put bombs in place. Then, a bureau message said they had "successfully" seen this carried out and that they had done it in a way that did not leave any of their own fingerprints on it. Then came "a message of congratulations" back from Libya to the "People's Bureau". "So that series of messages was quite conclusive," he told European journalists. Mr Shultz acknowledged that being too explicit with the proof would tend to dry up intelligence.

Thatcher defence on Libya cheered

By Anthony Bevin, Political Correspondent

The Prime Minister last night won the overwhelming support of her party with a robust defence of the government decision to allow British-based F111s to take part in Monday night's air strikes against Libya.

Mrs Thatcher said at the start of a special debate that peaceful means had been tried and had failed. "Terrorism has to be defeated; it cannot be tolerated or side-stepped," she added. But two former prime ministers, Mr Edward Heath and Mr James Callaghan, would have rejected a similar request from the United States, and they made a united appeal for action to deal with the root cause of Libyan terrorism - the Palestinian problem.

Mr Neil Kinnock said that without doubt Colonel Gadaffi was a malignancy, but that the Prime Minister had been supine, compliant and subservient in her response to President Reagan.

He said that international strategy could not be built on instincts of outrage, revenge and reprisal and the way forward would be to punish Gadaffi by means of isolation, "until such time that pressure of commercial, economic, financial, diplomatic and political sanctions squeezed the very life out of the Gaddafi regime."

Mrs Thatcher said that the Government was satisfied from the evidence that Libya bore a wide and heavy responsibility for acts of terrorism. She was careful to protect the integrity of secret intelligence, as she went on to outline Libyan involvement in the Berlin bombing of April 5 and reminded the House of the murder of WPC Fletcher, two years ago today. She also spoke of the discovery of Libyan arms as part of an IRA cache in the Republic of Ireland last January.

The Prime Minister added that the Americans had evidence that their citizens and embassies were being watched by Libyan spies in a number of countries.

Continued on page 20, col 6

Reprisals against staff feared by UK firms

By Our City Staff

British companies operating in Libya were keeping a low profile yesterday in fear of possible reprisals against staff. About 83 British companies were operating in Libya before diplomatic relations were broken off two years ago - the last detailed figures available - but many of these have since closed their Tripoli offices. Most of those that have remained service the oil and civil engineering industries.

Massey Ferguson, Britain's largest exporter to Libya, said it had instructed its British staff in Libya to work normally after consultations with the Foreign Office. Tripoli airport has been closed to commercial traffic and companies do not have the option of repatriating staff. A spokesman for British Caledonia, which flies three times a week between Gatwick and Tripoli, said: "The whole country is obviously in a siege. Many of the companies have operated in Libya for up to 20 years and emphasize that they have built up a strong relationship with the country; but they say the situation is difficult."

BBC wants tighter tobacco controls

By Nicholas Timmins, Social Services Correspondent

The BBC has approached the Government, the Independent Broadcasting Authority, the Sports Council and other sporting bodies seeking tighter restrictions over and possibly a reduction in tobacco sponsorship of televised sport.

The corporation, which televises most tobacco-sponsored televised sport acknowledges that the scale and nature of tobacco sponsorship of sport is placing the corporation in an invidious position.

Critics accuse the BBC of allowing itself to be used to promote cigarettes while the BBC points out that it is not a party to the agreement between the tobacco companies and the Government on sports sponsorship, or to agreements between individual companies and the sports.

In a letter to The Times today, Mr Bill Cotton, managing director of BBC Television, said the BBC "has believed for some time that a complete reassessment of the situation is necessary". He said the Sports Council was now seeking a phased end to tobacco sponsorship of sport. "The general atmosphere about tobacco sponsorship is beginning to harden up, with the feeling that it is unacceptable and that the way it is being conducted amounts to selling cigarettes. The proof seems to be moving towards that and if that is what is happening we should not be doing it," he said.

Precisely what the BBC is seeking in its contacts with sporting bodies, the IBA and with Mr Dick Tracey, the Minister for Sport, is not clear. Possibilities would seem to include agreement with sporting bodies sponsored by tobacco companies that they will help the BBC enforce rules on advertising and promotion at televised sports events, and any tougher rules that emerge. Alternatively, the broadcasting authorities might seek to become part of the agreement. See letters page 13.

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Good conduct oath for poly students

By Lucy Hodges Education Correspondent

All polytechnic students will be required to sign an oath not to disrupt meetings at their colleges under a code of practice being drawn up by polytechnic directors. The code, which is now in its final draft, shows the directors' concern with the antics of tomato-throwing students who prevent outside speakers, particularly those of a right-wing persuasion, from speaking.

Mr David Waddington, Minister of State at the Home Office, was spat on recently when he tried to address a meeting at Manchester University. Mr Michael Fallon, Conservative MP for Darlington, was beaten up at Sunderland Polytechnic; and Professor John Vincent, historian and columnist for The Sun, had to abandon a lecture and flee at Bristol University. The proposal from the Committee of Directors of Polytechnics is that any student enrolling will be required to sign an undertaking that he or she will not willfully engage in conduct which prevents, disrupts or obstructs the holding of a meeting.

Some polytechnics, notably the North East London Polytechnic, already require such an oath. It is probably not legally binding (though it is yet to be tested in a court of law) and is more of a moral commitment than a legal one. If implemented, it will be welcomed by Conservative MPs who like to address students. The National Union of Students is, however, opposed. Speaking at the BBC radio Works at One programme yesterday, Mr Phil Woolas, the NUS president, said: "I think it is petty. 'We insist on our right not to invite controversial speakers if we believe other views, particularly of ethnic minorities, are being suppressed, or that the good order of a meeting might not be forthcoming.' University vice-chancellors have already addressed this issue, which has not met with the approval of many Conservative MPs. They say in certain circumstances vice-chancellors may have to ban meetings."

# Thatcher shows strong management support in prisons dispute

By Peter Evans, Home Affairs Correspondent

The central issue in the prisons dispute was management's right to manage, Mrs Thatcher said yesterday in a letter to prison governors.

"That right is absolutely vital to our members and I am sure that they will wish to see it protected," she told leaders of the governors' branch of the Society of Civil and Public Servants.

As prison officers leaders considered taking industrial action, Mrs Thatcher said she had been assured by Mr Hurd, Home Secretary, that senior prison department management was not seeking confrontation. But it would not shrink its responsibilities.

Although Mrs Thatcher added that management was working for further discussions with the Prison Officers' Association, the prison staff are unlikely to find much fresh in her letter, except the strength of her support for the prison department's stance.

There was strong evidence that inflexible working practices and out-moded systems were leading to waste, she said.

Mrs Thatcher said she understood the pressures on staff. But "I am also aware that staff have, in many cases, become used to high earnings through excessive overtime working."

The prison service management had been authorized to work up proposals for new pay arrangements which the Government hoped the association would be prepared to discuss.

The number of prison officers had risen by 18 per cent since 1979 and now stood at its highest level of just under 19,000. During the same period, the average number of prisoners had increased by about 12 per cent. The ratio of staff to prisoners had increased accordingly.

Mrs Thatcher was replying to a letter from the governors' branch which said there was a need to consider allowing the Home Secretary more financial scope. Governors felt it wrong that the service, which was demand led, should be so stringently financed that it was necessary, constantly, to tread the tightrope between simply coping and utter disaster.

Mr Sidney Powell, secretary

of the governors' branch, said yesterday that Mrs Thatcher's letter would have to be carefully considered by the national executive, but his personal reaction was that there was an imbalance between expenditure devoted to the building programme and that necessary for the ongoing running of the prison service. Whereas the 12 per cent population increase mentioned by Mrs Thatcher meant an additional 5,000 prisoners, the 18 per cent increase in staff was about 2,500 officers.

Mr Chris Train, director general of the prison service, appealed to governors and staff of all establishments in England and Wales yesterday with a hope and a warning. He wants management's strategy for the service to be discussed with the POA and other trade unions, avoiding damaging industrial action.

The letter encloses a statement by Mr Gordon Lakes, the deputy director general, giving reassurance that there should be full consultation on staff safety and views of staff taken into account in management decisions.

## 3 dead in shooting at house

A man aged 72 was critically ill in a Birmingham hospital yesterday after his wife and two sons were found shot dead at their home.

Mrs Lilian Hadley, who was in her sixties, and her sons, Ronald, a disabled polio victim, aged about 40, and Keith, aged 22, were found dead at their house in Delnere Road, Shirley, near Solihull, West Midlands, early yesterday.

Her husband, Mr Ronald Hadley, was found lying on the floor by the police who broke into the house after neighbours heard shots. He had a severe gunshot wound to the head.

The police said that a shotgun was found in the house. They were not looking for anybody else in connection with the shooting. It was clearly a domestic incident.

## Jail solicitor over threats, QC says

Sir Michael Havers, QC, the Attorney General, asked the High Court to jail Mr Peter Martin, a senior London solicitor, for making improper threats, in an attempt to stop a private prosecution brought by a barrister.

The threats, contained in correspondence, were "calculated to interfere with the administration of justice," and amounted to contempt of court, Mr David Eady, QC, for the Attorney General, said yesterday.

Mr Martin, a specialist in aviation law, made the threats to Mr David Ashton, a barrister with chambers in King's Bench Walk, Inner Temple, London.

Mr Ashton had started a private prosecution against clients of Mr Martin's firm, Frere Cholmeley, in connection with the alleged unlawful



## Shots fired as Guinness siege ends

From Richard Ford, Dublin

The neighbours thought it was a noisy party but the shouting and running outside a city centre flat early yesterday signalled to the kidnappers of Mrs Jennifer Guinness that they were trapped.

Armed police surrounded the building and as the gang of three realized they were cornered, one tried to flee through the overgrown back garden. He fired two shots and the police fired back, but then gave up waiting to struggle.

In the shooting an upstairs window was smashed at 61 Waterloo Road, on the edge of the smart Ballsbridge suburb of Dublin. The police called out: "Is she OK? There is nothing you can do now. You had better let her go."

The two armed men remaining in the flat produced Mrs Guinness at the window with a pistol held to her head. They yelled: "We've got her. You had better back off or we will blow her head off."

Then Mrs Guinness, at the start of the eighth day of her ordeal, uttered the words her family and the rest of Ireland had been waiting to hear: "I'm all right, I'm all right."

She disappeared from view to emerge as dawn broke, to be embraced by her husband, Mr John Guinness, chairman of the Guinness and Mahon merchant bank, who witnessed the five-and-a-half hour siege.

As she was reunited with her family yesterday, Supt Frank Hanlon said: "Mrs

Guinness was of considerable assistance towards the ending of the incident by her calm demeanour, and the advice she gave to all the parties in the house."

The Irish police and government were delighted that the latest kidnapping had ended without loss of life or payment of the £2 million ransom.

The delicate negotiations to secure the surrender of her kidnappers began almost immediately after police surrounded the flat at 12.45am.

Police at first played a low key, tactically withdrawing some men when it became clear the kidnappers were nervous and panicking at the least movement in the deserted street. Neighbours were told what was happening and were asked not to switch on lights or lean out of windows.

The road was sealed off while heavily armed members

of the Special Task Force dressed in jeans and anoraks took cover behind parked cars and in the gardens of homes near by.

As negotiations carried on throughout the night, senior detectives became confident that the siege would not be a long drawn out affair. They agreed to a request from the kidnappers for a solicitor and doctor to be on hand.

The 200 police on duty were patient after the week-long hunt which yielded few clues until the last 36 hours.

From the first, the police believed the abduction was the work of criminals rather than terrorists. While watching known gangsters, two men were seen driving a hired car. After a tip-off, police raided a house in the southern suburb of Rathfarnham at 6pm on Tuesday. But the gang and Mrs Guinness, who had apparently been held captive in the house for at least five days, had disappeared.

Seven hours later after further surveillance, detectives swooped again and trapped the men in Waterloo Road.

As Mrs Guinness was driven away yesterday with her husband, she said: "I am very happy to be going home. I am so happy. I was treated very well."

Twenty minutes later they arrived at Censure House, in Howth, where her daughters, Gillian, aged 23, and Tania, aged 20, waited on the porch to embrace their mother.

## Police seeking murder clue in kidnap case

The arrest of three men in the Irish Republic after the siege that ended the Guinness kidnap may have provided a breakthrough for police investigating the murder of a Yorkshire police sergeant two years ago.

West Yorkshire detectives are expected to fly to Ireland today to interview two of the men, Mr Anthony Kelly, aged 43, and Mr John Cunningham, both formerly of Leeds, about the shooting of Police Sergeant John Speed during an attempted robbery of a Leeds sub-post office in 1984.

The two men are among seven people in the Irish Republic being sought in connection with 18 armed robberies in Yorkshire over 10 years, involving a total of £1 million.

It is understood that, although Mr Kelly and Mr

Cunningham possibly face lengthy jail sentences in Dublin, a file from West Yorkshire police is being sent to the Director of Public Prosecutions with a view to applying for extradition warrants to bring two to trial in Britain.

An attempt to extradite Mr Kelly on a charge relating to a £216,000 raid in Bradford six years ago failed last November because of a lack of details on the warrant.

Chief Supt John Conboy, head of West Yorkshire CID, said yesterday: "So far as I am concerned, the three men being held by the Garda are being held by the Garda are three men we wish to interview in respect of armed robberies in this region, and two of them are men I wish to interview for elimination purposes from the Sgt Speed inquiry."

## Computer secrets 'were left on display'

Secret codes capable of leading to details about customers were left accidentally in British Telecom's Prestel information system, a court was told yesterday.

The classified numbers and passwords belonged to two senior Prestel officials, and enabled users to gain access to computer files. Southwark Crown Court, south London, was told.

The codes were said to have been left displayed on the opening frame seen by callers to one of Prestel's test computers. Mr Michael Mitchinson, a Prestel security officer, told the court that the codes belonged to the systems editor and systems manager.

It is alleged that Mr Robert Schifreen, aged 27, a computer journalist, of Edgwarebury Gardens, Edgware, north-west London, came across the blunder by chance and used subscribers' numbers and passwords to penetrate the Prestel system.

Mr Schifreen is said to have admitted that he used the codes. But he added that he had not used information received for gain, merely to write an article.

It is further alleged that he passed on the information to Stephen Gold, aged 30, of Watt Lane, Sheffield, South Yorkshire, who also obtained unauthorized access into Prestel computers.

Mr Mitchinson said that he found several thousand restricted information frames on a data monitoring device attached to Mr Schifreen's home telephone. Mr Schifreen denies five charges of forgery and Mr Gold four similar charges.

The hearing continues today.

## Teacher died of overdose

A teacher at a leading public school died from a drink and drugs overdose shortly after telling his wife he could not face going to school again, an inquest at Oxford was told yesterday.

Mr Christopher James Dixon, aged 48, head of English at Radley College, near Oxford, had a history of mental illness and had previously tried to take his own life, the inquest was told. An open verdict was recorded.

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## Striking printers offered £15m deal

By Michael Horsnell

Striking print workers dismissed by News International were offered a new compensation package last night in an attempt to settle the 12-week dispute over the company's move to its new printing plant at Wapping, east London.

The package, which is tied to News International's original offer to the print unions of a free hand at printing a new national newspaper at its previous printing plant in Gray's Inn Road, would mean ex gratia payments up to £15 million in total for those workers not employed by the proposed paper.

The proposals were put to print union leaders at a secret meeting in London by Mr Bruce Matthews, managing director of News International. He gave the unions, which had called the meeting through the Trades Union Congress to put forward their own proposals, 21 days to accept.

The company is continuing to propose that the unions nominate a publisher willing to launch a new newspaper from the Gray's Inn Road premises, but it has dropped the suggestion that it should necessarily be a trade union oriented project.

If it should be a non-Labour paper, News International would retain ownership of the building, from which *The Times* and *The Sunday Times* were formerly published, but would lease it at a nominal rent. The building is valued at up to £15 million on the open market but its printing facilities have a replacement value of £60 million.

The remainder of the 6,000 workers, dismissed after they went on strike in January, who are not employed by the new proprietor would receive ex gratia payments equivalent to statutory minimum redundancy terms.

That would mean half a week's pay for each year of service for former employees aged 18-22, one week's pay for those aged 22-41 and one and a half weeks' pay for those aged 41-65. The deal would mean £10,000 compensation for a print worker aged 40 earning £24,000 a year who had completed 20 years' service.

Mr Matthews put forward News International's plan after the unions had submitted revised outline proposals which would gain them entry to the Wapping plant and union recognition, suggestions which the company has resisted strongly.

He said last night: "Our staff went on strike but we are ready to offer this money as an ex gratia payment to cover hardship. This would amount to a maximum sum of £15 million.

"The unions will have 21 days from today to indicate their acceptance of this new offer."

He added: "We are disappointed that after making the original offer of Gray's Inn Road to the unions no one has come back to us for a serious in-depth discussion about any of the aspects on offer."

"We said at our last meeting that we would make the management of our organization available to give advice and assistance as to how the plant would operate and how to get a new paper off the ground, but no one from the TUC or the Labour movement or the print unions has come to us for further explanation or a feasibility study."

The print unions' proposals would effectively end the traditional chapel (office branch) domination of newspaper plants. The four production unions say they are prepared to form in its place a News International National Joint Committee to cover all News International plants which would hold sole rights of negotiation with the company.

Recognition rights at Wapping would be invested in the committee, not in the individual unions.

Mr Matthews commented: "The company reserves its position on this document and will respond later. It is a complicated matter bearing in mind the structure of labour already in the plant."

## Little confidence in Reagan action

Continued from page 1

Do you think that Mrs Thatcher was right or wrong to give President Reagan permission for American bombers to fly from British bases to participate in the attack on Libya?

Right 25  
Wrong 71  
No opinion 4

What actions, if any, do you think the British Government should take against Libya to counteract Libyan support for terrorism?

-Economic sanctions 57  
-Blockade of Libyan ports 27  
-Air blockade of Libyan airfields 28  
-Encourage other European countries to withdraw diplomatic recognition of Libya 57  
-Allow further use of British bases for US warplanes to attack Libya 13  
-Use British airbases to attack Libyan targets 5  
None of these 8  
Don't know 7

Do you think the bombing of Libya will increase the likelihood of terrorist backed attacks of Libya in Britain, decrease the likelihood or make no difference?

Increase 84  
Decrease 4  
No difference 12

Finally, how much confidence do you have in the American Government to deal wisely with the Libyan situation over the next few weeks. Have you?

A great deal of confidence 8  
A fair amount of confidence 18  
A little confidence 28  
No confidence at all 43  
No opinion 3

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Due to these unforeseen circumstances and the economic unfeasibility of the project has been irrevocably cancelled and whilst the carpet were being held in transit in Her Majesty's Bonded Warehouses, Heathrow Airport and others, they have been removed and must be disposed of immediately by Auction. Due to the vast number of pieces and the time involved the auction has been divided into sixteen separate collections thus affording everyone an equal opportunity to acquire one or more of these masterpieces. The goods have now been removed from the warehouses and divided into two collections

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دولتی ایس

# Deaths from whooping cough may be six times higher than thought

By Nicholas Timmins, Social Services Correspondent

Deaths from whooping cough may be between two and six times higher than the official figures, the British Paediatric Association was told yesterday.

Between 1977 and 1983 at least another 50 and perhaps as many as 260 babies aged under one may have died from whooping cough without displaying all the classic symptoms of the disease, in a period when only 54 deaths were officially recorded, according to a study by Dr Angus Nicholl, a lecturer in child health at Nottingham University.

In a few cases the extra deaths may have been recorded as cot deaths, and in others as due to respiratory disease, he told the BPA's annual scientific meeting in York.

Dr Nicholl began his study when laboratory tests showed that a few babies in Nottingham who died or nearly died

had been infected by whooping cough without displaying the classic symptoms of paroxysms of coughing and the distinctive whoop.

When he compared national statistics for cot deaths and respiratory disease with whooping cough cases, which occur in four-yearly epidemics, he and colleagues found a significant rise in both cot and respiratory deaths in babies during the whooping cough epidemics.

"We checked on a whole gamut of other infections and on changes in the weather, but none of them could explain the differences the way whooping cough could," he said.

"The study covered babies aged under one year, but the largest number of extra deaths occurred between one and four months when children are too young to be vaccinated, but can still be exposed to whooping cough."

The only way to protect such children, he said, was to ensure that older children, who can be protected against the disease by a course of three vaccinations given from the age of three months, are in fact vaccinated.

But only about two in every three children are vaccinated and whooping cough cases are running at about 600 a week in the present epidemic. More than 11,000 children have been infected in 1986, with five deaths since the middle of last year.

Dr Nicholl said: "With the epidemic due to run until the end of this year or the beginning of next it is still not too late for parents to get their babies vaccinated. By not improving vaccination rates babies may be dying unnecessarily."

Paediatricians in particular had to be more alert, she said. Studies suggest that 18 per cent of children who have been physically abused have also been sexually abused, with suspicion in another 18 per cent of cases. However, Dr Wynne said paediatricians at Leeds get very few referrals from their colleagues in other hospitals.

The Leeds figures show that in 95 per cent of cases the sexual abuse came from someone known to the child. "Our figures reinforce the belief that child sexual abuse is common and under-diagnosed," Dr Wynne said, and resources had to be found to provide long-term help.

## Child sex abuse widespread

Doctors, social workers, teachers and others are not aware of "the vast majority of sexual abuse in children" which is much more widespread than has been realized, the association was told.

Dr James Wynne, a consultant paediatrician at Leeds General Infirmary, said that until 1983 about 10 children a year were being referred to paediatricians as a result of suspected sexual abuse.

But in 1984, with greater awareness, 50 children were seen and last year 156 children were referred with an average age of eight-and-a-half.

Among the 113 girls and 43 boys a definite diagnosis of sexual abuse was made in 104 cases, Dr Wynne told the

BPA's annual scientific meeting in York. "This increase is not just a result of greater awareness of the problem by those who work with children, but our growing ability to talk to children and examine them more effectively," she said.

"One realization is that children we have seen before may have been the victims of unrecognized sexual abuse," she said. "Figures from the United States show that one in three children has some sort of sexual experience such as being flashed at, one in 10 has something more serious and one in 100 suffers incest. We are missing the vast majority of sexual abuse if these figures are correct, and we think they are."

She returned to Britain from Moscow on Tuesday night and was driven to the school yesterday by Soviet Embassy officials from London.

She said she had persistently asked her mother, Svetlana, if she could return to Britain from the moment they flew to the Soviet Union nearly two years ago.

Olga denied rumours that she was unhappy in the Soviet Union and yesterday talked about life in Georgia and meeting her relatives (Photograph: Ros Drinkwater).



Hugging two fourth-form classmates, Lizzie Parlett (left) and Emily Richardson (right), Olga Peters, aged 14, could not hold back her joy at returning yesterday to her old school in Saffron Walden, Essex.

"It is really a very emotional moment. I am so pleased to be back," she said at The Friends' School, a Quaker co-educational school.

## Homosexual clue to boys' deaths

Detectives are investigating a possible link between the murder of two schoolboys and a savage homosexual attack on a boy aged six in Brighton three years ago.

Links with other child abductions have not been ruled out.

Scotland Yard and Essex police believe the same man is responsible for murdering Barry Lewis, aged six, and Jason Swift, aged 14, who were both drugged before being suffocated.

The boys' bodies were discovered five months ago, six miles apart, in the Essex countryside. The police suspect the killer is a homosexual who could strike again.

Detectives believed the deaths could be linked after forensic tests showed that both the dead boys had been given the same drug and had died from asphyxiation.

Both bodies were found lying naked in a similar position and no clothing was recovered.

Yesterday a joint investigation, codenamed "Operation Stranger" was launched. It will be linked by "Holmes", a Home Office computer, which will help 100 detectives analyse information.

The investigation has already spread to Brighton, where a possible link between the serious sex attack on a boy aged six in August 1983 has not been ruled out.

## 'Too easy' credit is leading to bad debts

By Robin Young

Advertising by the credit industry tempts people to underestimate the cost of loans, and has contributed to a crisis in which at least half a million people have outstanding debts of £1,200 each, the chairman of the National Consumer Council said yesterday.

Mr Michael Montague told the annual meeting of the Credit Management Study Group in Coventry that respectable banks as well as disreputable loan "sharks" were guilty of persuading people to take on commitments that they could not afford.

It was the combination of low income and unexpected disaster, such as redundancy, illness, or marital break-up, that most commonly led to debt, he said, but there were also cases of reckless and irresponsible lending.

Mr Montague suggested that one method of discouraging reckless lending would be to take into account the credit grantor's behaviour in considering whether a debt need ever be repaid, should the matter come to court.

He criticized advertisements offering instant loans without making it clear that homes would be security.

The Credit Management Study Group said later: "The National Consumer Council's own surveys suggest that no more than 1 per cent of credit transactions turn into bad debts."

It added: "Mr Montague himself acknowledged that such prosperity as there is in this country is founded on consumer spending that would be impossible without the use of credit." The Finance Houses' Association said: "Mr Montague did welcome a publication of ours as showing a constructive attitude toward consumer debt problems."

## Portfolio Gold

Champagne flowed at the Arena Health Club in Great Russell Street, London, yesterday after the manager, Mr Michael Foskett, checked his Portfolio Gold Card and discovered he was one of two lucky winners of the daily £4,000 share-price competition prize.

"I meant to do the competition on Monday when it started but I overslept and didn't get my card. I made sure on Tuesday and now I can hardly believe I've won."

"All my staff plan to buy their cards so that they can play. I hope they win - I look forward to drinking their champagne", Mr Foskett, of Muswell Hill, north London, said.

The other winner of £2,000 is Mr S Tipping of Harrow, Middlesex.

● If you experience difficulty in obtaining a gold card, send a s.a.e. to: Portfolio Gold, The Times, PO Box 40, Blackburn, BB1 6AJ.

Remember that there is now £4,000 to be won every day and the prize money will accumulate each day that it is not won. The new weekly prize is £8,000 and this too is doubled each week that it is not claimed.



Mr Foskett: Made sure he got The Times.

## 'Cowboy' rapist gets 10 years

A man who stalked tourists in central London dressed as a cowboy and raped two Swedish tourists was jailed for 10 years yesterday at the Central Criminal Court.

Muhammad Insanally, aged 34, unemployed, of Mount Pleasant Road, Tottenham, north London, was convicted of three charges of rape, one of indecent assault, and two of theft. He was also convicted of falsely imprisoning one of the victims.

Mr Peter Clarke, for the prosecution, said that Insanally picked up the first victim aged 21 in Leicester Square, and the other, an au pair, aged 17, in Covent Garden.

Holding a knife, he forced each victim to have drinks with him before taking them to St James's Park.

Mr Clarke said that after raping the woman aged 21 he took her to a flat in north London where he kept her all night and raped her four or five times.

Insanally claimed that both victims were attracted to him. They liked his clothes - a black hat, a crimson waistcoat, mauve jeans, knee-high boots and studded belt. He said that both agreed to have sexual intercourse.

## Woolworth sheds 1,300 workers

Woolworth is closing 23 of its high street stores by July, with the loss of about 1,300 jobs, of which about half are part-time, because of its change in retailing strategy.

Talks are now going on with the Union of Shop Distributive and Allied Workers (Usdaw), which is critical of the move because Woolworth profits showed a big improvement in the past financial year. Woolworth has halted recruitment at other stores so there will be scope for job transference.

Woolworth said yesterday that the stores were being closed and put up for sale because they did not fit into the new retailing strategy for the high street chain. The stores will concentrate on six key areas, with some lines such as adult clothing and food eliminated.

Mr Nigel Whittaker, a Woolworth director, said: "In some towns, Brighton being an example, we have more than one store. There are 14 in declining suburbs, and two London stores are in Holborn and the Strand where there is no real Saturday trade, so these do not fit into our aim to stimulate weekend family shopping."

In other places stores are being closed because of relocation.

When the further 23 outlets have gone, Woolworth will be down to about 815 stores from about 850, and selling space will be reduced by 3.2 per cent to 8.5 million square feet.

Eight of the new closures are in London, the other six being at Forest Hill, Harrow Road, Lambeth, Lewisham, Tottenham and Woolwich. There are three in bigger provincial centres at Manchester, Birmingham (at the Bullring) and Nottingham.

## Patients throw away £150m of medicines

A hoard of medicines, worth up to £150 million, was "dumped" every year by patients who did not take the medications that doctors prescribed, according to a report published today.

Campaigns to collect unwanted drugs yielded between £10 and £25 million worth a year, but the real figure including medicines thrown out by patients was certain to be much higher, the report in *The Best of Health* magazine says.

A two-week campaign in Kent, for example, had brought 4.7 million tablets and 316 litres of liquid medicine.

"This huge waste is increasingly being seen as an acute mismatch between what doctors feel they are able or expected to do for patients and patients' actual needs."

The reasons some patients did not take the medicines included worries about side effects, the report says. But patients should tell their doctors so that the cost of unused drugs to the National Health Service was reduced.

The Pharmaceutical Society of Great Britain, which monitors the "dump" campaigns, expressed its concern yesterday: "We are unhappy about the large amounts of medicines which undoubtedly are kept on shelves or medicine cabinets in very many homes, not least because of the risks they pose to children who may be tempted to take them."

The society has called for tighter controls on the amounts of drugs prescribed and for closer monitoring by general practitioners of "repeat" prescriptions.

## Work as usual

Mrs Thatcher yesterday announced that there will be no public holiday on July 23, the date of the royal wedding. The decision was denounced by Mr Nicholas Winterston, Tory MP for Macclesfield, who described the decision as "spoilsport and killjoy".

## Pleas dropped

Two London men, Michael McAvoy, aged 34, and Brian Robinson, aged 42, have abandoned attempts to win permission to appeal against their 25-year jail sentences for involvement in a £26 million raid on a Heathrow Airport warehouse.

## Solicitors do well in survey

Nine out of 10 people who use a solicitor are satisfied with the service they receive, and two out of three think the fee charged is reasonable, according to a survey published yesterday.

The survey also shows that although solicitors are not regarded in the same esteem as doctors, they are looked on more favourably than accountants or estate agents.

But the survey is not entirely comforting for the profession: it shows that overall, although most people would choose a solicitor for a house transaction or a will, young people are increasingly inclined to look elsewhere.

Commissioned by the Law Society from Research Surveys of Great Britain, the survey is based on a sample of 1,688 adults in England and Wales.

Most people, 70 per cent, who use a solicitor do so for conveyancing work; some 27 per cent for wills and trusts, and 14 per cent for divorces or separations. Of those who were aware that other sources of advice on conveyancing existed, some 57 per cent claimed they would still prefer to use a solicitor.

But that was less so among the younger age groups, those aged 16 to 29, where there was also greater awareness of other sources of advice. Some 25 per cent of that group said they would choose an estate agent, and 13 per cent a building society.

Of those who were aware that there were alternative sources of advice on wills and trusts, 69 per cent claimed they would first choose a solicitor for that service, as opposed to only 12 per cent who would choose a bank.

Nine out of 10 people who have used a solicitor (65 per cent of those questioned) were satisfied with the service, and 63 per cent very satisfied.

The most frequent complaint among all users was that solicitors take too long (35 per cent); followed by inefficiency or incompetence (28 per cent). Two-thirds thought they had been charged a reasonable fee, and only 10 per cent that they had been charged too much.

On the personal characteristics of solicitors, the survey shows that solicitors were considered generally to be the most conscientious and easy to understand among professionals after doctors and bank managers.

But against that, after estate agents, they were the profession people thought to be most mercenary and "mainly after your money".

# COMPARE THESE FIGURES.

<b>CONVENTIONAL REPAYMENT METHOD (INCLUDING MORTGAGE SECURITY POLICY)</b>	<b>NORWICH UNION MINIMUM COST ENDOWMENT</b>
MONTHLY NET COST	MONTHLY NET COST
<b>£251.69</b>	<b>£252.40</b>
<b>YOUR MORTGAGE REPAYED BUT NO SURPLUS</b>	<b>YOUR MORTGAGE REPAYED AND FOR ONLY 71p PER MONTH MORE A SURPLUS OF £20,000+</b>

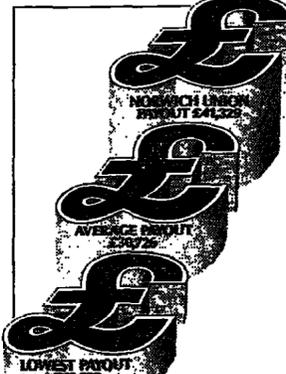
(Examples based on a 25 year mortgage loan of £30,000 secured in the case of the conventional repayment method through Norwich Union, a gross interest rate of 12%, income tax at 29%, and the maintenance of Norwich Union's present levels of annual and terminal bonus, which depend upon future profits, and, therefore, cannot be guaranteed. The Minimum Cost Endowment Plan surplus includes a projected terminal bonus payment of £16,099. The borrower is a man aged 34.)

## Now, more than ever, it pays to repay your mortgage the Norwich Way.

Just think of it. For only a few pennies more than a conventional repayment mortgage, you could be looking forward to having paid for your home - and enjoying £20,000+ to spend as you wish.

Alternatively, if you had taken out a 25 year policy 20 years ago and were to cash it in this year, it could repay your mortgage in full.

Compare this with the conventional repayment method. You'd still have five years left to repay - and at the end of it all, no tax-free lump sum.



Amounts refer to current payouts for Norwich Union and UK industry figures (published in the latest Money Management Survey, May 1985). All figures based on a 25 year with-profits endowment policy for a man of 29 paying £30 per month.

**WHY NORWICH UNION**  
Norwich Union's £6 billion investment portfolio is managed with flair and care to produce generous bonuses that once awarded are permanent additions to the value of your policy.

Don't be misled by high 'terminal' bonuses, which can vary, up or down.

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Some companies project benefits that are more than they have ever achieved.

Not Norwich Union.  
Our track record shows us to have produced consistently

higher returns; it is our past performance that enables us to have confidence in the future. With Norwich Union you have the security of knowing your money is in safe hands, producing high returns, year after year.

**FLEXIBILITY AND REAL PEACE OF MIND**  
Flexibility, because the Plan is transferable; even if you move to a more expensive home, it is a simple matter to take out an additional policy.

Peace of mind, because mortgage protection is built into the Plan. Should you die, your home is paid for.

With the interest rates differential on endowment mortgages abolished, and interest rates down, now is the time to invest in the Norwich Union Minimum Cost Endowment Plan.

**CHECK WITH THE EXPERTS**  
Do go and see your bank, building society, or insurance broker. If you are already repaying a mortgage through the conventional method you will find it costs little to switch to the Norwich Union Plan - and it could pay handsome dividends in the long run.

We're sure that your financial adviser will agree that by any objective measure the value for money Norwich Union offer is extremely hard to beat.

**You're better off the Norwich Way.**



PARLIAMENT APRIL 16 1986

Libyan crisis

Russia told

## Terrorism cannot be tolerated or sidestepped - Thatcher

## COMMONS

The United States informed the Soviet Union that limited military action was being taken which was in no way directed against the USSR, Mrs Margaret Thatcher, the Prime Minister, said in opening the Commons debate on the air attacks upon Libya. She dismissed the proposition that the Russians of the meeting planned for next month between the Soviet foreign minister and the US Secretary of State as a ritual gesture.

If the Soviet Union is really interested in arms control (she went on) it will release senior ministerial contacts before the meeting.

When the Government decided to support American military action taken in self-defence against terrorist targets in Libya, it was aware of the wider issues and people's fears, she said. Terrorism attacked free societies and played on those fears. If those tactics succeeded terrorism would be free to spread. The public should be ready to report to the police anything suspicious which attracted their attention.

It was pretty certain that some of the routine denunciations of the American action concealed a rather different view in reality. MPs had asked about the evidence that the Libyan Government was involved in terrorist attacks against the US and other western countries. Much of this derived from secret intelligence.

It was necessary to be extremely careful about publishing detailed material of this kind. To do so could jeopardise sources on which British continue to rely for vital information. But the Government was satisfied from the evidence that Libya bore a wide and heavy responsibility for acts of terrorism.

For example, there was evidence showing that on March 25, a week before the recent bombing, instructions were sent from Tripoli to the Libyan People's Bureau in East Berlin to conduct a terrorist attack on the Americans. On Tripoli that the attack would be carried out the following morning and on April 5 it reported to Tripoli that the operation had been carried out successfully.

The bomb which killed two people and injured 230 exploded in the early hours of that same morning.

It was beyond doubt that Libya provided the Provisional IRA with many of their weapons. The major find of arms at Sligo, in the Irish Republic, on January 26, the largest ever on the island, included rifles and ammunition from Libya.

On April 6 an attempt to attack the US Embassy in Beirut, known to have been undertaken on Libyan Government instructions, failed when the rocket exploded on the ship. It is very clear that Libya was planning yet more attacks. The Americans had evidence that US citizens were being followed and attacked by Libyan intelligence agents in a number of countries spread across the world.

There is (she said) other specific evidence of Libyan involvement in past acts of terrorism and in plans for future acts of terrorism, but I cannot give details because they would endanger lives and make it more difficult to apprehend the terrorists.

Yesterday many MPs referred to the need to give priority to measures other than military. The sad fact was that neither international condemnation nor peaceful pressure over the years had deterred Libya from promoting and carrying out acts of terrorism.

It was against this remorseless background of terrorist atrocities and restrained peace-ful response that the case for military action under the inherent right of self-defence to deter planned Libyan terrorist attacks against American targets was raised.

President Reagan (she said) informed us last week that the US intended to take such action. He sought our support under the consultation arrangements which have continued under successive Governments for over 30 years. He also sought our agreement to the use of US aircraft based in this country. Our agreement was necessary.

In the exchanges which followed she raised a number of questions and concerns. There were risks in what was proposed. Many of them had been raised in the House and elsewhere since the action took place. She pondered them closely with the

ministers most closely concerned. Decisions like this were never easy.

We also had to consider (she said) the wider implications, including our relations with other countries and we had to weigh the importance for our security of our alliance with the United States and the American role in the defence of Europe.

After repeating the President's assurance that the operation would be limited to clearly defined targets related to terrorism, Mrs Thatcher told MPs she understood there were no other F111 aircraft stationed in Europe and that had Britain refused permission for the use of these aircraft, the American operation would still have taken place but more lives would have been lost on the ground and in the air.

It had been suggested that as a result of further Libyan terrorism, the United States might feel constrained to act again.

I earnestly hope that such a contingency will not arise (she said) but in my exchanges with the President, I reserved the position of the United Kingdom on any question of further action which might be more general or

less clearly directed against terrorism.

Moreover it is clearly understood between President Reagan and myself that if there was any question of using US aircraft based in this country as a further step, that would be the subject of a separate approach to the United Kingdom under the joint consultation arrangements.

Some MPs had questioned whether the US action would be effective in stopping terrorism or, instead, quickening the cycle of violence in the Middle East. But violence in the Middle East had already taken a great many lives since it started long ago.

It has not been so much a cycle of violence (she said) but a one-sided campaign of killing and maiming by ruthless terrorists, many with close connections with Libya. The response of the countries whose citizens have been attacked has not so far stopped that campaign. Indeed, one has to ask whether it has not been the failure to act in self-defence which has encouraged state-sponsored terrorism.

Firm and decisive action may

make those who continue to practise terrorism as a policy think again.

It had been suggested that the action would only build up Colonel Gaddafi's prestige and support in the Arab world. In the short-term it would not be expected to bring other Arab countries, but she wondered how profound or durable that support would be.

But moderate Arab governments, moderate governments everywhere, have nothing to gain from seeing Colonel Gaddafi build up power and influence by persisting in policies of violence and terror.

She wished to emphasize the important point that the Arab settlement in the Middle East was not a question of power and influence. And we shall continue to seek ways forward (she added) with moderate Arab governments.

She would be seeing King Hassan later this week to discuss this very matter.

The growing threat of international terrorism was not discussed at the US solely, and encouraged state-sponsored terrorism.

He had not been so much a cycle of violence (she said) but a one-sided campaign of killing and maiming by ruthless terrorists, many with close connections with Libya. The response of the countries whose citizens have been attacked has not so far stopped that campaign. Indeed, one has to ask whether it has not been the failure to act in self-defence which has encouraged state-sponsored terrorism.

Firm and decisive action may

## US action more likely to provoke terrorism

## KINNOCK

Mr Neil Kinnock, Leader of the Opposition, said the House was united in the view that terrorism was evil and cowardly in any case. It was not a question of who loathed terrorism most but of what should be done about it. It was this benchmark against which the American actions must be judged.

They must judge Mr Reagan and the Prime Minister on the effectiveness of the action they had jointly taken. Mr Reagan had said the purpose was to bring down the curtain on Gaddafi's reign of terror.

I do not believe (Mr Kinnock said) there is anyone who can seriously believe that that objective has been or will be achieved by violence. The use of state force does not punish terrorism. It will not prevent terrorism. Indeed, it is much more likely to provoke and expand terrorism.

There was some Conservative laughter when Mr Kinnock cautioned those who allowed their judgement to turn solely on the evidence made available to the Prime Minister and others.

Nobody needed convincing, he continued, about the criminality of Gaddafi and those who put their whole weight of judgement on the evidence of a particular series of atrocities and planned atrocities were in danger of falling into the trap of saying that the response to evidence must be bombing raids. That was to say that international law could be put aside.

certainly not because Britain had not been provoked. Britain had not struck back with bombs because while the first step might be relatively unprovoked, all subsequent steps backward from conflict produced impossible difficulties.

This policy of rationality and restraint was the right policy. Now it could and should be strengthened, especially in the case of Libya, which was known to be a haven for terrorists. There should be strong commercial and financial sanctions. Now it could and should be strengthened, especially in the case of Libya, which was known to be a haven for terrorists.

The way was now made much more difficult by a decision of the Prime Minister which the world will see as a complacent acceptance rather than a candid ally of the President of the United States. She had not

of the sense of rage and outrage of the American President. That was not merely the view of the Opposition; it was the view of international law. She had given her interpretation of international law as self-defence.

We have listened but we are not convinced (he said). We can say that however much the Prime Minister believed in her interpretation, she could find no recognized authority outside the immediate ranks of her own party to support her view.

The view of the world said the international law had evolved in a different age and that it must now be stretched to deal with it. He counselled against that, not from any reluctance to act against terrorism, but because of the impracticality of hitting back at terrorism with military force and because of the inhumanity resulting from the killing and maiming of innocent neighbours of terrorists.

Where were the terrorists? They were hidden away in farms and tenements of Ireland and Beirut, the Punjab and even in the quiet suburbs of European cities.

## Action will breed fanaticism

## STEEL

Mr David Steel, Leader of the Liberal Party, said no one would doubt the desirability of the action which the Prime Minister carried out but it had been wrong.

The easiest way of coming to that conclusion was to draw up a balance sheet of gains and losses incurred as a result of the action taken.

The first loss was that a great many people had, unhappily, been killed and it had been wrong for the Prime Minister to assume that all the terrorist acts had been inspired by Libya. The view of the world said the international law had evolved in a different age and that it must now be stretched to deal with it. He counselled against that, not from any reluctance to act against terrorism, but because of the impracticality of hitting back at terrorism with military force and because of the inhumanity resulting from the killing and maiming of innocent neighbours of terrorists.

Where were the terrorists? They were hidden away in farms and tenements of Ireland and Beirut, the Punjab and even in the quiet suburbs of European cities.

## A 'No' from Heath and Callaghan

## FORMER PMs

Mr Edward Heath (Old Bexley and Sidcup, C) said there was room for differences of assessment in the matter. There were also lessons of history to be drawn as they went back to the 1960s and 1970s. Perhaps for a few MPs' memories went back to that, when a dictator was over-estimated in the Mediterranean area.

Certainly one MP would say that the consequences which flowed from that (he said) were because the action was not carried through to its logical conclusion. (Some Conservative cheers). To which the answer is that it was not possible to carry it through to a logical conclusion.

The main question which faces us (he went on) is whether it is possible to carry this through to its logical conclusion and what are the consequences of so doing?

Nasser's influence had been greatly increased and the trouble he then caused was extended on a much wider basis than it had been previously. Other countries in the Middle East were forced to go along with him and for 15 years British interests had suffered dramatically as a result of Middle East affairs.

We should learn from those lessons (he said) when we are trying to make an assessment of the situation.

I have no illusions whatever about Colonel Gaddafi and his involvement in terrorism. In the IRA, I, too, have suffered from terrorism on two occasions. I realize all the implications but the issue is which is the best way to deal with it, and how.

The governments of many other countries were actively involved in terrorism, particularly in the Middle East, and in international terrorism at that. The question was whether this was an acceptable way to deal with terrorism.

He had heard only one lawyer who justified the US action under Article 51 of the UN Charter. It had never been intended to deal with a situation of this kind.

The British Government had had to deal with an equally difficult question during the Yom Kippur war in 1973.

We were asked for the use of bases including Cyprus (he said) and our reply was "No".

Arab world and did not wish to see Israel overrun.

That was why British oil supplies had continued and Britain was able to keep the oil going to Europe, although that was not publicised at the time.

Because of the influence such events could have on the Arab world, he could not come to the conclusion that the action would destroy terrorism.

Nor do I believe (he said) that bombing cities is the right way to stop terrorism.

It was essential to use all their resources in intelligence and law in order to stop terrorism. Some European countries had been successful, but Britain had not been in Northern Ireland, although it had never been suggested Britain should bomb IRA camps in the west of Ireland.

Were they prepared to see more actions of that kind by the United States? He did not believe they should accept that. They should go to the root of the Middle East problem — the

could blur old understandings and created new obligations.

He did not believe the long term interests of the US or anyone else had been enhanced by what had taken place.

Libya harboured, recruited, trained, financed and sent terrorists on missions to kill and maim innocent people in other countries. America's action was misconceived, but it left unanswered a question they all had joint responsibility: How did the civilized world grapple with state-sponsored terrorism? Who could get rid of Gaddafi but you could not bomb terrorism out of existence.

Why did they not cut off all trade and make it illegal to use Libyan airports and refuse to buy their oil? Britain and Europe should isolate Libya from our world and seek to isolate the terrorists from their own world.

Gaddafi was not central to the solution to the Middle East question, but it was the inability to react to a Middle East settle-

ment that strengthened him. The West should address itself to the genuine grievances on which the terrorists thrived.

If the President did not put his personal authority behind an attempt to move the Arab-Israeli problem forward and also would America fall flat on its face in Libya as in the Lebanon but the most volatile area in the world could set the rest of the world aflame.

The Soviet Union should be drawn into this fight against terrorism. It had declared it was opposed to state terrorism and terrorism. He did not know what value could be attributed to its word, but when the summit took place this matter should be in a prominent place on the agenda.

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shown solidarity with Britain's ally. She had shown subservience to the United States President.

She was wrong to give in to United States pressure on this occasion. She was wrong to believe that F111s were necessary for the operation or capable of reducing the casualties. She was wrong to depart from the commonsense and legality of British policy against terrorism. She was wrong to neglect the impact of this action on opinion in the moderate Arab states. She was wrong to disregard the reservations of Britain's European allies.

Everyone understood the frustration of aid and resentment of the American President and people at terrorist attacks. Every one of us is completely familiar with the instinct of revenge. But we know too that the world cannot be run on the basis of that instinct.

The Prime Minister had been wrong to give support to the action of reprisal which arose

from the sense of rage and outrage of the American President. That was not merely the view of the Opposition; it was the view of international law. She had given her interpretation of international law as self-defence.

We have listened but we are not convinced (he said). We can say that however much the Prime Minister believed in her interpretation, she could find no recognized authority outside the immediate ranks of her own party to support her view.

The view of the world said the international law had evolved in a different age and that it must now be stretched to deal with it. He counselled against that, not from any reluctance to act against terrorism, but because of the impracticality of hitting back at terrorism with military force and because of the inhumanity resulting from the killing and maiming of innocent neighbours of terrorists.

Where were the terrorists? They were hidden away in farms and tenements of Ireland and Beirut, the Punjab and even in the quiet suburbs of European cities.

If we are to set our hand to a strategy of reprisals (he said) it will provoke not prevent terrorism. And any pause in that strategy would be seen as irresolution or weakness and that would then encourage them to further atrocities in the future.

That strategy led to a trap: either doing too much or never doing enough. It would not be a strategy; it would be a snare.

He urged the Prime Minister to resume the course of commonsense and legality. There was only one effective policy for her to pursue, that was to return to their European allies and partners and urge them to adopt comprehensive sanctions that were the only way to isolate Col Gaddafi.

She could still repair the damage she had caused and if she pursued a course of securing combined and coordinated sanctions, she would have the support of the Opposition. It was an essential change because she had not been strong; she had been supine in her support of President Reagan. She had not acted in the interests of Britain; she had isolated it from allies and from moderate leaders in the Middle East.

She had also damaged the long-standing, wise anti-terrorist policy; she had not defended British citizens who had placed them in great jeopardy.

That is why (he said) her policy has been and will be rejected by the British people. They know she could have achieved justice nor success on her side.

Heath and Callaghan: Both would have said so

future of the Palestinians and to determine attempt to deal that problem.

We should not be further involved in the bombing of Libya (he said).

The argument that this was not a Nato situation was powerful. This should not be escalated into further conflict in the Middle East.

Mr James Callaghan (Cardiff South and Penarth, Lab) former Labour Prime Minister, said he agreed with Mr Heath's general theme and his conclusion.

In the 1950s it was never envisaged, for obvious reasons, that US aircraft stationed in Britain for the purpose of protecting Britain and Europe could also be used by the US for purposes outside Nato with the permission of the British Government. It never occurred to anyone that the US would be able to use them in the way they now had, beginning and ending an operation from this country.

There was no obligation on the Prime Minister, either morally or implied, in the terms of the Truman-Atlee agreement which would have required Mrs Thatcher to give her consent to the use of these aircraft for any other obligations — those of friendship; of being an ally; of the assistance given during the Falklands war. The Prime Minister had to consider whether this was in the best interests of Britain, whether it was in the best interests of the US, and whether it was in the best interests of promoting the object in mind that Thatcher had in mind. On all these matters he answered no.

If he had been Prime Minister in these circumstances he would have said he hoped the US would not formally ask him because it would be difficult to say no although he believed it was wrong. He did not know whether they would then have decided. But if they had insisted that more formal request he would have said no.

Mrs Thatcher had said refusal was inconceivable and that showed how the lapse of time

ment that strengthened him. The West should address itself to the genuine grievances on which the terrorists thrived.

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## Case for review of competition policy

improving management, building up assets, genuine investment and increasing employment, and those which are largely financial reasons, asset stripping, and City rapaciousness which gives the business a bad name and demoralises getting bigger for the sake of empire building.

It would guide the House to have a more coherent policy. Mr Chamson: The policy is current, it is not a new initiative. We did it in 1984. The policy is right, and it has been consistently followed. That interventions to the commission be made primarily, but not inevitably, on competition grounds, and nearly always on the advice of the Director General of Fair Trading.

No Tony Benn (Chesterfield, Lab): Would he consider referring Rupert Murdoch's empire for examination under the criteria of competition?

Mr Murdoch owns nearly 30 per cent of British newspapers, *The Sun*, *News of the World*, *The Times* and *The Sunday Times*. He has acquired American citizenship since he brought them to this country to permit him to make further acquisitions in the United States.

He then sacked 6,000 print workers which had made him profits of £30 million last year and is able to rely upon bodies of policemen paid for by the taxpayers every night, in order to enforce his will and increase his profits which he is then able to export abroad.

Is that not a case for further examination? Mr Chamson: I do not share his view and he would not expect me to share them. I have no

## TAKEOVERS

The Government has consistently followed a policy of referrals of takeovers and mergers to the Monopolies and Mergers Commission primarily on competition grounds and that had been to the benefit of all concerned. Mr Paul Chamson, Secretary of State for Trade and Industry, said when asked during questions in the Commons to outline Government policy. Mr Hugh Dykes (Harrow East, C): With the takeovers recently, savings and considerations of size, keeping jobs or expanding jobs, and percentage concentration of production, there is need for clarification. There is all the difference in the world between genuine takeovers and mergers for reasons of

plans for such investigations. Mr Ian Wrigglesworth (Stockton South, SDP): The spate of takeovers and mergers is offensive to many and has no logic or justification in terms of benefit to the consumer.

Will he consider a change in competition policy in order to make the machinery more streamlined?

Mr Chamson: There is a case for a general review of competition policy which may cover merger policy as well. I do not accept what he says about the recent spate of mergers. The Government has followed a consistent policy which is in the long-term interests of all concerned.

Mr John Smith, chief Opposition spokesman on trade and industry: The public are puzzled at the Government's lax and complacent view of merger ma-

nia proceeding apace in this country.

It is not characteristic of the present state of affairs that companies are driven to use short-term profits instead of long-term investment?

Mr Chamson: He will not expect me to agree. The volume of total investment in this country has risen to an all-time record last year of £60 billion, which includes business investment which rose to an all-time high also last year.

## Parliament today

Commons: (2.30) Debate on Alliance motion on education. Debate on SNP and Plaid Cymru motion on regional policy. Lords: (3) Education Bill, committee, third day.

John, is it 10

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# Dartington to close after scandals and bad publicity

By Colin Hughes

Three years of scandal and bad publicity have forced the trustees of Dartington Hall to announce the closure next year of one of Britain's most expensive private schools.

Dr Brian Nicholson, the headmaster, has written to parents saying that the trustees can no longer sustain losses of several hundred thousand pounds a year. It will shut after examinations in summer next year, although the trustees plan to relaunch at a later, undecided date.

Pupil numbers at Dartington have halved to only 100 since 1983, when Dr Lyn Blackshaw, then headmaster, disclosed that children were abusing the progressive principles of the school, and indulging in under-age sexual activity, drugs and petty theft. He and his wife were subsequently forced to resign after it was, in turn, disclosed that they had posed for nude pictures published in soft-porn magazines.

In July 1984, Miss Cathy Pelly, a pupil, aged 16, and heiress to part of the Clark's shoes fortune, drowned in mysterious circumstances while bathing naked in a pool in the school grounds. An inquest recorded an open verdict.

Early last year, teaching jobs were reduced by one-third and the junior and senior schools amalgamated to reflect the slump in pupil numbers.

Yesterday, Dr Nicholson said that parents who had remained loyal to the school were "naturally upset and angry, but mostly sympathetic and understanding" about the decision. He and the trustees will meet parents this weekend to seek ways of enabling those due to sit examinations next year to complete their courses.

He added: "There is no question about the educational qualities of the school, which have been developing well recently, but the financial projections and projections of pupil numbers read like something out of *Kafka*. Next year the school's management is predicting only 15 sixth-form pupils, and estimates it would take four to five years of heavy losses before the school could pay its way again."

In his letter he wrote: "Very public damage to the school in recent years is continuing to blight recruitment. The trustees have continued to support the school at great cost. But it is borne in on us that sustaining the school in its present form is no longer an option."

The decision signals the end of a 60-year history at the forefront of progressive private education, although Dr Nicholson, who took over at Dartington in April last year, says the trustees plan a revival of the school, returning to its original principle of a liberal cultural education, based on experience as much as academic study. "Their commitment to the founder's ideals remains as strong as ever."

The Dartington estate was bought by Leonard and Dorothy Elmhirst in 1925, using her American fortune, setting up the school a year later on principles borrowed from the writings of Rabindranath Tagore, the Indian national poet and a guru of liberal intellectuals of the time. During the 1930s it adopted the rationalist approach of Bertrand Russell, the philosopher, and has always been a leading force in promoting the idea of non-sectarian religious and secular teaching.



Mr Brian Nicholson, headmaster of Dartington School

# Minister sour on helicopter project

By George Hill

The EH101 anti-submarine helicopter, designed to replace the Sea King in the 1990s, will be produced for development costs of £650 million, Mr Norman Lamont, Minister for Defence Procurement, disclosed to the Commons defence committee yesterday.

This unexpectedly low figure produced the unusual spectacle of the committee, which spends much of its time castigating ministers for rampant waste of taxpayers' money, finding that a minister took a more jaundiced view of an item of expense than its members.

Dr John Gilbert, Labour MP for Dudley East, was pleased that the project's costs had scarcely risen since 1978. But Mr Lamont replied: "It seems to me a lot for 50 helicopters."

Dr Gilbert again invited him to rejoice, and Mr Lamont replied sourly: "It depends whether it does the job."

The first EH101 machines would go into service "very early in the 1990s", Mr Lamont told the committee. The project is a joint Anglo-Italian one.

The Nato Lionheart exercise in 1984 had shown up a need for a medium-size support helicopter, and a draft project had been prepared to fill the gap. Air Marshal Sir Donald Hall told the committee.

# New move to block GLC cash hand-out

The £36 million which the Greater London Council wanted to "bequeath" to voluntary groups may be blocked even if the council wins its Lord's appeal over the payments today.

In the Court of Appeal yesterday, the GLC's successor, the London Residuary Body, won an order which will delay, and possibly halt, payments if the council wins its appeal against a previous ruling that the £36 million spending was unlawful.

The order gives the London Residuary Body 21 days to consider application for payment from any of the 900 groups which the GLC wanted to fund after its abolition.

The three weeks will be used to consider new High Court challenges to payments if the residuary body considered that the GLC had no power to fund an organization.

Yesterday's order was made as part of a variation to an order granted last month, allowing the GLC to pay the £36 million into court pending the law lords' decision.

Mr John Howell, counsel for the London Residuary Body, said it would oppose payment of an £11 million GLC grant to establish a "Black Arts Centre".

If the GLC loses today's appeal the £36 million will be paid to the LRB.

# Roads and bridges 'are falling apart'

By David Walker

Many of Britain's roads and bridges are falling apart, according to a group of senior civil engineers.

They have been examining the country's infrastructure, and have concluded that many A and B class roads are deteriorating at a growing pace.

"The state of road and rail bridges is also causing concern," the engineers said.

They warned the soon-to-be privatized water authorities of a considerable backlog of renewal and renovation in pipes, sewers and reservoirs.

The Infrastructure Planning Group, set up in 1981 by the Institution of Civil Engineers, yesterday published a report acknowledging that the Government had to assess how much Britain could afford to invest in infrastructure.

But it questioned whether the Government had paid enough attention to the adequacy of roads, ports, pipelines and other infrastructure.

"The Government appears to have no target for capital spending, no overall planning policy and no corporate machinery for monitoring the effectiveness of investment."

Investment should not be piecemeal. It should be pitched at a level where the deterioration of the infrastructure is arrested.

In transport there was no overall planning, and no overall forecasts of the needs of people for movement, the report said. Ports and airports had been allowed to develop without adequate road and rail links.

# Observer editor denies £1,500 bribe payment

Mr Donald Trefford, editor of *The Observer*, yesterday denied that his newspaper paid a £1,500 bribe to a senior Ministry of Defence Civil Servant.

Mr Trefford, giving evidence at the Central Criminal Court, said the money was given to Mr Raymond Williams as an advance on a retained and to ensure that he remained available to answer any "legal difficulties" which might have arisen after publication of articles concerning the ministry.

"It would have been quite illegal and improper to pay him for information," he told the jury.

Mr Trefford said his newspaper believed Mr Williams had resigned from his MoD post in Bath and was free to undertake work for *The Observer*.

The *Observer* Ltd pleaded not guilty to two charges of corruptly giving bribes to Mr Williams, aged 39, in 1983. The trial continues today.

# Mellish wins damages

Mr Robert Mellish, the former Labour MP, won undisclosed libel damages in the High Court yesterday over allegations linking him with corrupt businessmen.

In a book written by Mr Peter Tatchell, who succeeded him as Labour candidate in Bermondsey, it was alleged that Mr Mellish, aged 73, had associated with certain notorious businessmen, knowing they were corrupt.

His counsel, Mr Desmond Browne, said the book, *The Battle for Bermondsey*, also implied that the former Government Chief Whip had misused his position by granting favours to these businessmen.

# Liberals see hope in 'two-horse' poll

By Philip Webster, Political Reporter

The Liberal candidates in the West Derbyshire and Rydale by-elections began their campaigns yesterday with claims that they were already in a two-horse race with the Conservatives and that the Government was being damaged by its support for the American strike against Libya.

Mr David Steel, the Liberal leader, introduced the candidates, Mrs Elizabeth Shields, who is fighting Rydale, and Mr Christopher Walsley, from West Derbyshire, at a press conference in London and declared that the Alliance was trying to repeat the Liberal feat of July 1973 of winning two by-elections on the same day.

For that to happen Alliance strategists accept that they will have to squeeze the Labour vote: 9,060 at West Derbyshire in 1983, and 5,816 at Rydale.

Mrs Shields, who is seeking to become the first woman Liberal MP for 40 years, said that in Rydale the situation was far different from that in the recent Fulham by-election where the Alliance had begun from such a poor base.

She added: "This is a two-horse race between the Alliance and the Conservatives."

Mr Walsley, a producer and presenter on BBC Radio Manchester, said that in West Derbyshire traditional Tory voters were looking for a sensible alternative.

Mr Walsley said that he had been surprised by the strength of opposition among Tory supporters to the fact that the Prime Minister had permitted American bombers based in Britain to attack Libya.

Mrs Shields similarly spoke of a tide of worry and concern among Rydale Conservatives. People were worried about the reaction from the Arab world and the possibility of reprisals against Britons.

The Alliance is conscious of the need to put the Fulham disappointment behind it and believes that it must win at least one of the seats to regain its momentum. Mr Steel said that the Alliance government activity, had something to build on in both seats.

Conservative candidates: West Derbyshire - Mrs Shields, Lib 14,370; Lab 53,312; Con 11,170; Lab 8,616; Con 18,142.

# Sale room Gilbert's work in demand

By Geraldine Norman  
Sale Room Correspondent

The return of Eros to Piccadilly Circus, together with an exhibition of Alfred Gilbert's work at the Royal Academy, has concentrated connoisseurs' attention on this master sculptor of the Victorian era and there were big prices for his work at Sotheby's yesterday.

A large version, 30 inches high, of his bronze, "Comedy and Tragedy", ran well beyond expectations to reach £55,000 (estimate £15,000-£20,000), a new auction price record. It was bought by an unnamed private collector.

The two other Gilbert bronzes sold as expected, an unusual sand cast version of "Perseus Arming" for £22,000 (estimate £20,000-£30,000) and the 14-inch reduction of the same subject for £11,000 (estimate £9,000-£12,000).

Among the Victorian paintings, the figure subjects were preferred to the landscapes with which the sale was perhaps oversupplied, leaving 16 per cent unsold out of a total of £850,124.

The Turkish section proved the most buoyant part of Sotheby's sale of Islamic works of art, which totalled £385,908 with 19 per cent unsold.

An Isnik "Golden Horn" pottery dish of about 1530 sold for £33,000 (estimate £30,000-£40,000). Only 40 pieces are known with this blue and white pattern of spiral stems and this is one of the finest.

Christie's sale of illustrated books saw a set of David Roberts's six-volume *Holy Land* sold at £75,600 (estimate £55,000-£60,000), not the highest price on record for these spectacular plates, but a high one as there have been several cheaper sets on the market recently.

The sale totalled £371,568.

# Repairs to Illustrious expected to cost £4m

By Rodney Cowton, Defence Correspondent

Repairs to the aircraft carrier, HMS *Illustrious*, which was damaged by fire two weeks ago, are expected to cost about £4 million and to take until about the end of July.

The fire occurred in a gearbox just as *Illustrious* was sailing on a round-the-world deployment scheduled to last until December.

Giving the estimated cost of the repairs in a parliamentary written answer Mr John Lee, Under-Secretary of State for Defence Procurement, said that if she were repaired by July it was hoped that *Illustrious* would then join the other ships of the Royal Navy's task group in the Far East.

The other ships, which include the frigates *Beaver*, *Manchester*, and *Amazon*, sailed on Monday, with Rear-Admiral Robin Hogg in command. The group is to visit Australia, Korea, Malaysia, and Hong Kong, and to conduct exercises in the Pacific Ocean with the United States Navy.

# Science report Fish diet helps reduce heart risk

By Pearce Wright, Science Editor

There is persuasive evidence that people who eat at least two fish meals a week have a lower than average risk of heart disease and strokes.

The conclusion is drawn from numerous observations of the medical histories of populations with a tradition of high fish content in their diets. In particular, comparisons with Greenland Eskimos and mainland Danes indicate that the type of polyunsaturated fats in fish oil can prevent the occurrence of arteriosclerosis.

The reason this protection is conferred on blood vessels is unknown. But a theory explored by a number of laboratory studies of the biochemistry of the various fats, and their by-products when broken down by the body, has been tested in people.

Two groups were given measured amounts of a supplement of the fish oil type of fatty acid. Each person was given 10 grams of cis-pentacosanoate, the polyunsaturated fat in question, each day for one month.

One group had blood vessel disorders and the other comprised a control group of healthy people. The trial was conducted by a team working with Dr Howard Knapp at the Vanderbilt University, Nashville, in the United States.

Their findings show an absence of congestion of blood vessels and of the formation of clots.

The hypothesis under test was that by-products, which were left when unsaturated fatty acids were broken down, were inert, whereas the presence of the by-products from other fatty acids cause blood vessels to constrict and the coagulation of blood cells.

According to theory, the different fatty acids compete for the enzyme cyclooxygenase, which is the catalyst for the biochemical steps in which the large original molecules are turned into the by-products.

When enough of the primary fats were the unsaturated type, their presence ensured that the body generated mainly inert substances. Trials on the effect of different levels in the diet showed that a low dose of one gram a day was not enough to prevent the reactive molecules in the blood.

Source: *New England Journal of Medicine*, Vol 314, pp38-942, 1986.

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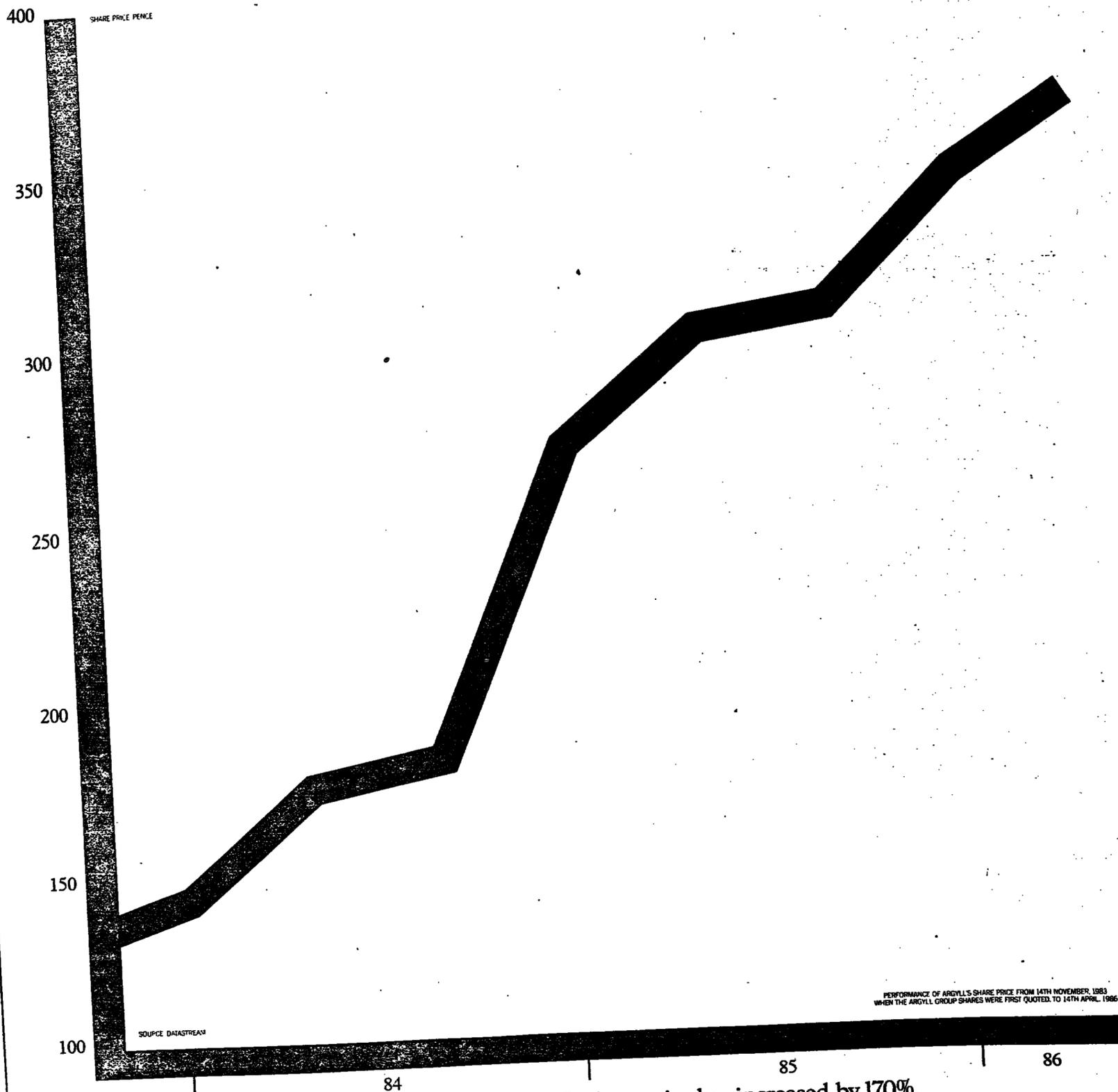
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# House checks Reagan by tying Contra aid to overall spending Bill

From Christopher Thomas, Washington

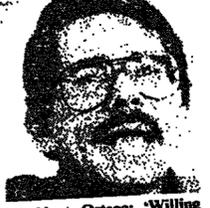
President Reagan has been put on the spot by a procedural manoeuvre in the House of Representatives which threatens to delay plans to restore American military aid to the Nicaraguan Contras.

because of shortages of basic supplies. A protracted delay would cause immense damage to their ability to sustain an effective fight against the Sandinista Government.

due in the House last night. The following three main aid plans were under discussion yesterday: ● The Reagan plan to provide \$25 million immediately for weapons — including the Stinger shoulder-held anti-aircraft missile which would prove especially effective against Soviet-made helicopter gunships now in Nicaragua — and a further \$75 million after July 1.

## Contadora deadlock broken

Panama City (Reuters) — Señor Jorge Abadía Arias, the Panamanian Foreign Minister, yesterday said the United States had agreed to stop supporting Nicaraguan rebels if the Sandinista Government signed a Central American peace accord proposed by the Contadora group.



President Ortega: 'Willing to sign peace accord'

"This closes the circle and sets the stage to begin a true peace process," Señor Abadía said. He said he was confident the heads of state of all five Central American countries would sign the Contadora treaty at a meeting to be held here on June 1.

## Cambodia is focus of MPs' visit

Hanoi (AFP) — The first British parliamentary delegation to visit Vietnam since the unification of the country in 1975 left yesterday after discussions focusing on economic co-operation and Cambodia.

## Ruling party takes up Bhutto challenge

Muhammad Khan Junejo, Pakistan's Prime Minister and president of the ruling Pakistan Muslim League, urged his party managers yesterday to prepare to meet the threat posed by Miss Benazir Bhutto and the growing popular support for her Pakistan People's Party.



Mr Mikhail Gorbachev, left, being greeted yesterday by the East German leader, Mr Erich Honecker, in East Berlin where he will attend the five-yearly Communist Party Congress. Leading article, page 13.

## Knesset approves Cabinet reshuffle

The Knesset (Parliament) met in special session yesterday to approve the Cabinet reshuffle in which the Finance Minister, Mr Yitzhak Modai, exchanges portfolios with the Justice Minister, Mr Moshe Nissim.

## Non-violent party in South Africa may alter policy

The United Democratic Front (UDF) said yesterday it might be forced to abandon its policy of non-violent opposition to apartheid under pressure from its members.

## Computer boy keys into Paris ministry

At the age of 15, Cyrille de Vignemont, has just become the youngest ministerial adviser ever appointed in modern France.

## Briton knifed to death in Morocco

A British tourist has been stabbed to death in Marrakesh, and his wife and another couple were injured — one of them seriously — by a knife-wielding assailant as they strolled through the streets.

## Three die in Zurich shooting

Zurich (Reuters) — A man said to be a Civil Servant opened fire in a public office in Zurich yesterday, killing three people and seriously injuring two others.

## Zimbabwe moves on rebels

Lisbon (Reuters) — Zimbabwe has launched a major new offensive against Mozambican right-wing rebels in the Gorongosa region of central Mozambique, rebel sources said here yesterday.

## Police killed

Delhi (Reuters) — Two policemen were killed when three gunmen, suspected of being Sikh extremists, attacked a police station in Udaipur in Rajasthan state.

## Starting early

Peking (AFP) — A two-year-old boy in eastern Jiangsu province smokes an average of four cigarettes a day and cries when refused a smoke, a Chinese health journal says.

## Sabah deaths

Kota Kinabalu (Reuters) — Two people were shot dead, bringing to eight the toll after 15 illegal immigrants escaped from police custody in the Malaysian state of Sabah.

## Crying to win

Jakarta (AFP) — Finalists in a crying contest wept before a packed audience in Semarang, Central Java, which has had previous contests in laughing, whistling and flattery.

## Author ill

Malaga (Reuters) — The Anglo-Irish author Gerald Brennan, aged 92, has been admitted to hospital suffering from stomach bleeding.

## Alfonsín plans new capital

Buenos Aires (Reuters) — President Alfonsín yesterday proposed moving the federal capital from overcrowded Buenos Aires to the sparsely settled northern edge of Argentina's vast Patagonia region.



He said the new capital would be the symbol of a new republic, founded to overcome the "dramatic political and institutional problems" that have resulted from the country's original political structure.

## Rail traffic halted as Finnish strike spreads

Helsinki (AP) — Rail traffic ground to a halt in Finland yesterday after striking civil servants extended their action to cover the whole country.

## Police killed

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# Chirac reforms Socialist budget

From Diana Geddes Paris

Radical amendments to the Socialist budget were approved yesterday by the new right-wing Government, including measures to help provide jobs for the young unemployed, abolition of the wealth tax and an amnesty for illegal capital holdings abroad.

The great government-financed, cultural projects in Paris are to go ahead, including the opera at the Bastille, the 300ft arch at La Defense and the Grand Louvre with its controversial glass pyramid.

The new Government has found the projects too far advanced, and the promised compensation to the contractors in the event of non-completion too high, for the work not to continue. Nevertheless, some projects are to be delayed or altered to produce savings this year of 750 million francs (£88 million).

Manila charges Marcos an

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Handwritten signature or note at the bottom of the page.

# Manila files criminal charges against Marcos and his aides

From Keith Dalton, Manila

## £55m aid 'safe'

Washington (Reuters) - US and Manila audits show that some \$81 million (£55 million) in 1985 US economic aid has been fully accounted for and is not "missing", officials said yesterday. The Philippines Finance Minister, Mr Jaime Ongpin, gave assurances that no US support funds had been diverted by former President Marcos.

Also listed were Mr Roman Cruz, the former chairman of the debt-ridden Philippine Airlines, and Mr Bienvenido Tancoco, the previous ambassador to Rome and business tycoon.

Among the top-level businessmen named on the charge sheet were the so-called "sugar baron", Mr Roberto Benedicto, and the "banana king", Mr Antonio Florentino.

Those listed stand accused of having "willfully, unlawfully and feloniously, singly or confabulating and conspiring with each other" plundered the country's wealth during the 20 years Mr Marcos held power.

The former leader, aged 68, toppled from power in a

civilian-backed military revolt on February 25, now lives with his family in exile in Hawaii.

Most of those named by the Solicitor-General accompanied Mr Marcos into exile or quietly left the country just before or shortly after the 77-hour revolt that installed Mrs Corason Aquino in power. The complaint said the ill-gotten properties were in the United States, Britain, Australia, Canada, Austria, Italy and Switzerland. Mr Ortóñez said the wealth included cash, jewellery, businesses, mansions, houses, apartments, condominiums, office buildings, shopping centres and agricultural, commercial and industrial land.

Newsman attacked: Pro-Marcos demonstrators, after an overnight vigil outside the US Embassy, yesterday attacked several newsmen covering the event in which 1,200 protesters accused the Reagan Administration of "kidnapping" Mr Marcos.

Demanding that the former leader be allowed to return to the Philippines, the demonstrators beat and kicked two photographers and hit several others with sticks.



The Princess of Wales chatting with members of the Vienna Boys' Choir after attending a concert in her honour at the Angarten Palais in the Austrian capital yesterday.

# British fashions for royal scrutiny

From Richard Bassett, Vienna

On the third and final day of their visit to Vienna, the Prince and Princess of Wales highlighted the long-celebrated popularity of British clothes by attending a fashion show in the Hofburg Palace. The Princess, who was dressed in a cream and black suit described by various British fashion journalists as coming either from Mr Bruce Oldfield's workshop or the Chelsea Design Centre, sat on the edge of her seat. If the Prince found the deafening music of Queen and Careless Whisper by George Michael somewhat perturbing at first, the Princess clearly enjoyed every minute.

Earlier yesterday, the Princess visited the home of the celebrated Vienna choirboys in the Angarten Palais.

The previous evening, at a concert of Elgar in the Vienna Konzerthaus, the royal couple narrowly avoided meeting Dr Kurt Waldheim, the controversial former Secretary-General of the United Nations who is standing for the Austrian presidency. The Waldheim family sat in a box opposite the royal party but were not invited to the intermission cocktail party.

# Italians accused of murder over wine

Milan (Reuters) - Charges against two Italians alleged to have adulterated wine with methyl alcohol have been changed from manslaughter to murder as the confirmed toll of Italians killed in the tainted wine scandal rose to 20 yesterday.

Officials said the post-mortem on the latest victim who died in Monza on March 3 showed he had died of poisoning by methyl alcohol. Signor Alberto Nobili, the state prosecutor, said he had altered the charges against both Giovanni and Daniele Ciravegna from manslaughter to murder.

The father and son, who are wholesale wine traders from Narzole, south of Turin, have been accused of knowingly adding methanol in dangerous quantities to low-grade wine. Seven other men detained in the methanol scandal face manslaughter charges.

Washington warms: The US federal authorities say they found a toxic chemical used in some kinds of antifreeze in 10 wines from Austria, West Germany and Italy (NYT reports from Washington). Although the level of contamination is not considered toxic, officials urged Americans not to drink the wines.

# US may bar funds for Chinese family planning

Peking (AFP) - American charges of forced abortions in China threaten to cause a cut-off of all US funding for the 1986 United Nations family planning programme, Mr Manfred Kulesha, the UN representative here, said yesterday.

The bar on funds, which is expected to be decided anytime, would have little effect on China, but would be a major blow to efforts by the United Nations Fund for Population Activities to slow down population growth in other Third World countries.

Mr Kulesha, who oversees all UN activities in China, said the fund assisted in education programmes and contraceptive production in China, and thus contributed to reducing the number of abortions.

"Our programme is perfectly clean," he said. The UN did not support any programme of involuntary abortion or forced sterilization anywhere in the world, he said. China, in turn, has denied the allegations of forced abortions.

Mr Kulesha added that the UN fund's 1986 budget of \$140 million (almost \$95 million) included \$35 million (almost \$24 million) from America. The allocation was new in danger of being cancelled because of a gross misunderstanding by some quarters in Washington about the nature of its work.

Funding in China amounted to about one cent per person,

or 1 per cent of China's total spending on population control. "In China our involvement is marginal, but in other countries the cuts would be a serious blow," he said.

Under an American law prohibiting funding for forced abortions or sterilizations, the US Agency for International Development (AID) last year withheld \$10 million (just over \$6,750,000) in UN funding that it believed would otherwise go to China.

China and the UN fund denied AID's finding that it had participated in management of a programme of coercive abortions and sterilizations. With the UN now recognizing its funds, AID is considering a total cut-off in its 1986 support.

Mr Kulesha said a decision on the cut-off had been expected before April but apparently was delayed due to the agency's preoccupation with events in the Philippines.

Meeting rejected: China yesterday dismissed as unrealistic the idea that Deng Xiaoping, the Chinese leader, and Mr Mikhail Gorbachev might meet before three obstacles blocking the normalization of Sino-Soviet relations had been removed.

The three obstacles cited by Peking are Soviet support for the Vietnamese occupation of Cambodia; the Russian invasion of Afghanistan; and the heavy Soviet military presence along the Sino-Soviet border.

# Jeweller arrested in Spain

From Harry Debelius, Madrid

Mr Robert Chatwin, the Midlands jeweller, has been arrested in the Costa Blanca town of Denia after failing to respond to a summons.

A spokesman for the Civil Governor's office in Alicante said that Mr Chatwin was arrested on Monday. He had been living in Denia awaiting trial on a smuggling charge since 1983, after his release on provisional liberty from Alicante prison, where he had been held for six months.

The spokesman said a judge was expected to order his transfer from the Denia jail to police custody in Santander.

Last December the Birmingham jeweller was held briefly while police carried out investigations into a stolen car ring, but no charges were brought.

He was first arrested in 1983, upon arriving in Santander in his yacht, after closing down his three jewellery shops in Britain. The smuggling charge followed.

Police in Britain would like to talk to him about the disappearance of jewellery worth £3 million.

# Defeat for Briton in UN bid

From Zoriana Pysariwsky, New York

Miss Margaret Anstee, one of the highest-ranking Britons in the United Nations Secretariat, has failed in her bid to become executive director of the World Food Council despite British efforts to secure more key UN positions.

Señor Javier Pérez de Cuéllar, the UN Secretary General, instead appointed Mr Gerald Trant, a minister in the Agriculture Department of Canada.

Miss Anstee, as an assistant secretary general, faced an uphill battle against Mr Trant whose government argued that Canada, as a major wheat producer, was more deserving to head the council, which aims to end world hunger.

Sources said the Canadians got a head start in their campaign.

Britain's campaign on Miss Anstee's behalf was a departure from its traditional diffidence regarding all UN appointments which, in theory, are free of government interference. But diffidence lost Britain several influential positions and prompted complaints from Britons that their government did not look after their interests.

# A whale of a tale

Wellington (Reuters) - A mystery submarine that had New Zealand Air Force planes searching the Cook Islands in the South Pacific may have been a whale with digestive problems, according to Mr David Lange, the Prime Minister.

Initial Air Force reports that the submarine was nuclear-powered and either American or Soviet were denied by both nations. Mr Lange has said science experts were un-

able to make a positive identification.

After meeting Sir Tom Davis, the Premier of the Cook Islands, Mr Lange said: "I have a strong suspicion that it was a whale with flatulence".

Cook Islands' fishermen caused a defence alert in February when they reported seeing a submarine above the water. US defence sources have recently suggested the supposed submarine never existed.

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1.8SLX	Automatic 4-door	2.0SLX	Manual 5-door
2.0SLX	Manual 4-door	2.0SLX	Automatic 5-door
2.0SLX	Automatic 4-door	2.0SLX	Manual 5-door
2.0SGX	Manual 4-door	2.0SLX	Automatic 5-door
2.0SGX	Automatic 4-door	2.0LX	Diesel Manual 5-door
1.8ZX	Turbo Manual 4-door	2.0GL	Manual Estate
2.0LX	Diesel Manual 4-door	2.0GL	Manual Estate
1.6L	Manual 5-door	2.0GL	Automatic 5-Late

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8.9 seconds. And there's a new first for Bluebirds with a 2.0 litre diesel engine that will give over 50 miles to the gallon.

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The new Bluebird range. From £6499.



Building in Britain

# Reagan's front man in the shadows

## THE TIMES PROFILE

JOHN M. POINDEXTER

Vice-Admiral John M. Poindexter is the "invisible man" of US policy-making. As the top brass of the Reagan administration gathered at the White House this week to watch the President report to the American people on the bombing of Libya, the new head of the National Security Council was conspicuously absent.

Yet only hours before, it was Admiral Poindexter who briefed Congressional leaders on the surprise air attacks, advising them that there was still time to call off the strikes if they opposed the President's plan.

The low public profile coupled with the strong behind-the-scenes performance is "vintage Poindexter" according to Pentagon officials. He is the very model of the modern military technocrat: a highly intelligent bureaucrat who is so averse to publicity that he keeps the press at arm's length and public appearances to a minimum. His profile is so low that *Time* magazine described him as an apolitical insider who has a "blank public record".

On the day of his appointment in December as Reagan's fourth national security adviser Poindexter made clear that he intended to sink back into the shadowy world of the NSC. He would use his position not to seek personal political power in the mould of some of his more famous predecessors but reflected power by whispering unnoticed in the President's ear.

In late January, just one month after assuming his new job, and before an important televised news conference, it was Poindexter who briefed Reagan on what to say on issues as varied as economic sanctions against Libya, aid to Contra rebels in Nicaragua and East-West relations. The advice was not "sugar-coated", according to a senior official.

Poindexter reportedly spoke bluntly to the President, telling him: "You should not say that". It would be better if you phrased this way. "This is not the time to speak out on that issue".

But whether Poindexter actually

exerts influence over the President on foreign policy decisions or has the personal authority to dispel the uncertainty surrounding the NSC's status as a policy council remains a subject of conjecture.

One fact is certain. Poindexter will not assume the role of national security adviser that Henry Kissinger assumed under Richard Nixon or that Zbigniew Brzezinski enjoyed under Jimmy Carter. "His military training has taught him never to outshine a superior", a US official said.

Critics claim this was the reason Poindexter, at 49, was elevated from the number two position at the NSC to the top slot, replacing the disillusioned Robert McFarlane, who resigned abruptly after repeated clashes with White House chief of staff Donald Regan. Grim-faced, McFarlane praised the selection of his deputy, whom he described as a man capable under extreme pressure.

Indeed, it was McFarlane who paid public tribute to Poindexter as the architect of the Administration's successful interception of an Egyptian airliner carrying four Palestinian terrorists accused of hijacking the cruise ship, Achille Lauro.

As head of the NSC's crisis centre under McFarlane, he produced the intercept plan in less than four hours. It was executed without a shot being fired. "He is superb in military-type operations", said Philip Odeen, a former NSC staff aide.

But the label that he is "Don Regan's man" remains attached to Poindexter. Administration officials said he, unlike McFarlane, who became an increasingly independent spokesman, believes in the chain of command. The Secretary of State should be the spokesman for foreign policy; the autocratic rule of Regan as the doorkeeper to Ronald Reagan must not be breached.

Brzezinski, a veteran of White House politics, was the first to spot the portent of Poindexter's relationship to the President. "He said he has been assured of access to the President - assured by



Quiet man of action: John M. Poindexter, Reagan's national security adviser and foreign policy guide

Donald Regan. An assurance relayed from Regan to Poindexter rather than directly from Regan to Poindexter sounds like an assurance of precisely the sort of malpractice that, despite all denials, wore McFarlane down", he said.

Critics contend that the constant battles over turf, due largely to Regan's style of delegating authority, are responsible for the "revolving door" at the NSC which has led to an alarming lack of continuity in US foreign policy and security affairs.

Poindexter replaced McFarlane who succeeded William Clark who replaced Richard Allen - four NSC heads in five years.

Despite fears over the extent of Poindexter's authority there are no doubts about his considerable intellectual abilities.

As a young student at the US Naval Academy he achieved what only the legendary General Douglas MacArthur had achieved before him. Poindexter was not only first in his class at the Naval Academy but also brigade commander. MacArthur achieved the same distinctions at West Point.

The early Navy years were good years for Poindexter. He married his college "sweetheart", Linda Goodwin, a colonel's daughter, immediately after graduation and went on to earn a doctorate in

nuclear physics at the California Institute of Technology.

But it was as an aide to secretaries of the Navy and later the Chief of Naval Operations that Poindexter actually made his mark. "He is a political admiral rather than one who went up through the fleet. He has never flown his flag at sea", said a Navy official.

Poindexter is a man, however, who knows his own mind. He believes, in company with Secretary of State George Shultz, in using military solutions to correct severe foreign policy problems such as terrorism.

Although normally quiet and circumspect at White House meet-

## BIOGRAPHY

1938: Born Washington, Indiana, August 12  
1958: US Naval Academy, BS, Married Linda A. Goodwin in the academy chapel. Father of five sons.  
1961: Graduated California Institute of Technology  
1964: PhD in nuclear physics  
1971: Served as administrative assistant to the Secretary of the Navy.

1974: Commander, USS England.  
1976: Executive assistant to Chief of Naval Operations.  
1978: Commander of US destroyer squadron 31.  
1981: Appointed military assistant to the President's Assistant for National Security.  
1982: December, appointed National Security Adviser to President Reagan.

ings he was reportedly so frustrated by the lack of a strong US response to the 1983 Lebanon crisis that he pushed hard for additional US bombing.

In the end, even after some military force was used, Poindexter remained convinced that the response should have been stronger.

The Administration's bombing of Libya may remove the doubts over the extent of Poindexter's authority. He and Shultz agreed that there should be a military response to the "terrorist" activity of Colonel Gaddafi. The joint Navy-Air Force plan, which was approved by Regan last week, was completed while Weinberger, who has objected to a military response to terrorism, was out of the country, officials said.

But whether Poindexter has the stamina to "knock heads together" and wrest viable policy options from the often conflicting foreign policy and military establishments remains to be seen. Arms control issues will be the crucial test, according to former NSC aides.

They noted that Poindexter moved with less than deliberate speed in fashioning a US response to Soviet leader Mikhail Gorbachev's proposal for a reduction of nuclear weapons. At one point, the Administration appeared paralysed by what actually amounted to an echo from Moscow of Regan's first-term proposals for eliminating nuclear arsenals.

In fact, the NSC was created to draw from the complex bureaucratic establishment a fast response to important issues. James V. Forrestal, the first US Secretary of Defence, strongly supported the NSC's creation as a vehicle to control his boss, President Harry S. Truman, whom Forrestal viewed as anti-military. But later, the NSC evolved into a White

House organization, used by presidents since John F. Kennedy to control the diplomatic and military establishments.

Successive presidents have used the NSC in different ways. Under Nixon, it was widely believed that Henry Kissinger elevated the job to the second most powerful in the western world.

Kissinger's hold over policy was so dominant, with the blessing of the reclusive Nixon, that the normally powerful US Cabinet all but ceased to exist. The secretaries of state and defence were kept occupied by meaningless inter-agency groups while foreign policy, supported by a strong NSC staff, was made at the White House.

Later, despite disclaimers, Carter continued the tradition of a strong NSC under Brzezinski, who put his own stamp on US foreign policy. Roger Molander, who was on the NSC staff under both men, described the way it operated. "You were sitting inside a castle, you knew you were in a key position and people brought a lot of seriousness to the enterprise."

When Reagan assumed the presidency, he made it clear that he wanted change. The bureaucracies of state and defence were not to be bypassed. He wanted an NSC with a lower profile and a person in the job who would not use it to attract the publicity given to Kissinger. Some critics claim the NSC has become too weak under Reagan.

Others believe, however, that the role of the NSC should be that of the invisible body, a role Poindexter appears to have assumed. If he can remain an independent, honest power broker who enjoys direct access to the President, he may provide the necessary continuity to US foreign policy.

Bailey Morris

## A far cry from Longbridge

middle-aged Japanese manager sits, face flushed, chest heaving, his fists clenching and unclenching. Finally he settles into silent sobs, like child unable to appease his other.

The manager, a mild, bespectacled man in his forties is just failed the final test of two-week managers' training course which is not called "a sl camp" for nothing.

His prison-like smock is ill covered with "shame badges" each one denoting a part of the course which he has failed to pass by graduation.

The management training school is on a high plateau, its first dusting of winter snow glistens from Mount Fuji's cone overlooking the school's two residential buildings.

Flagging managers are sent this wooded mountainous area, imbued with *sumotochi*, the Japanese spirit, that all-mysterious combination of determination and self-sufficiency, by companies willing to pay almost £1,000 for two weeks of humiliation for their staff.

As soon as they arrive at corporate boot camp their tractors quickly strip them of their individuality they retain. Business suits are moved in favour of white socks and blue trousers, tied off with the kind of gusset cap that second world Japanese troops wore at their empire.

Asuo Motohashi, the

If British managers want to emulate the Japanese, they may end up in army-camp conditions with 'shame badges' on their overalls

school's sleek, well-fed principal, seeks to drive the basics into his manager-pupils with a stiff daily routine which starts with a rub-down with a dry towel at 4.30am and finishes with lights out at 10.00pm. In between there are no newspapers, no television and no contact with the outside world except daily written reports to the individual's company president on his or her progress.

"What we do is action-oriented training to correct basic behaviour. When they

Showing them what they can't do

come here they think they can do everything but we show them what they can't do", says Mr Motohashi.

After a cup of ceremonial sake and pledging to themselves and their instructors that they will reform themselves, the students find their instruction is not about balance sheets and profit margins, cost-cutting and marketing but politeness, report writing and learning by rote. And just for good measure there are some rather bizarre confidence-building exercises: like singing in front

of a railway station at rush hour.

Discipline is strict and before they've been there a day the students have got into the routine of calling out for permission before entering or leaving a room, including the lavatory, and going everywhere on the double.

Manners, said Motohashi, are the key pre-requisite for business. "To maintain good relations with other people is the most important thing."

"That sort of thing isn't taught in Japanese schools any more. Everyone knows how important it is to be polite, greetings are an expression of the heart. If you can greet people in the correct way that brings an activeness to the organization itself."

"Japanese parents treat their children like pets these days. They don't know how to love them any more."

Politeness leads on to a more positive attitude to everything, especially sales, helped along by some songs written by Mr Motohashi and the odd choice slogan: "Something made with tears must be sold with tears."

Every day each student is given 20 minutes to write a report of the day's events. At

first the report remains uncompleted at the deadline but as the days pass the reports become neater, more readable and longer. "Everyone thinks they know how to write a report but how many can do it properly in practice?"

Most students ultimately get through the final speech test which resembles nothing so much as a Chinese red guard self-criticism session. The manager who dissolved into tears scraped through with the minimum 50 per cent pass mark but very few come close to losing all their ribbons of shame. In fact, only 27 per cent graduate at the first try.

Most of the school's clients are the smaller and medium companies which are not able to set up their own in-company training courses but some of

Only 27% graduate at first attempt

the big firms have sent staff on courses.

Motohashi has had 35,000 "graduates" in the past six years, has quadrupled turnover and has no competition in sight.

The school is so popular, in fact, that he is planning an extension. Former pupils bear no grudges. Far from it, in reality the most common sight towards the end of a course is instructor and pupil in tearful embrace as another hurdle is cleared.

David Watts

## How paradise was taped

David Fanshawe's quest to make a musical history of the Pacific's fading cultural sights and sounds

From Avalon to Bali Hai, men and women have dreamed of a paradise that, quite apart from being idyllic, is a haven from relentless change and corruption, where the old ways can live on.

It was to capture some of that rapidly disappearing magic that the English composer David Fanshawe set out five years ago to record the native music of Polynesia, Micronesia and Melanesia.

Now, 1,562 reels of tape and thousands of miles later, he is starting to compose a choral work that will encapsulate his own extraordinary experiences and those of the human race in the Pacific over the last 200 years. *Pacific Odyssey*, as it will be called, is an exciting musical prospect.

Fanshawe is something of a phenomenon among serious composers writing today: his music actually fills concert halls. Ever since it was written in 1969 his *African Sanctus* has been enormously popular. Fanshawe's fascination with foreign lands is very much in the tradition of the British explorers, except that he goes mainly to listen. His obses-

sion started when he was a boy. Later, in his early 20s, he began hitch-hiking regularly to the Middle East and the Gulf.

"I began to hear sounds around me I had never heard before", he relates. While a composition student at the Royal College of Music in 1969, he quite suddenly "got a message" to travel up the Nile, record the music there, and compose a Latin Mass in harmony with it.

He reached Africa just in time, as the indigenous music was already dying out under the influence of the transistor radio and Western media. The tapes he brought back form a valuable archive of a culture that will soon be lost forever.

Between 1981 and 1983 he travelled from Hawaii to New Zealand, from Yap to Easter Island in a cross-shaped journey, reaching Tonga, Samoa, the Cook Islands, Tahiti, the Marquesas and countless more.

Again Fanshawe got there in the nick of time. "You get whole island communities watching seven hours of American video recordings a night at the local school, and nobody is singing or practising their traditional chants and dances", he says. The Micronesian navigators, who once used chants to pass on their knowledge of wave patterns and stars, now put to sea with compasses.

While some of the islanders were very concerned to find ways of preserving their heritage and welcomed



New wave: David Fanshawe in Papua New Guinea

Fanshawe's efforts, there were plenty of officials who obstructed him for months and charged him fees of thousands of dollars for permission to record.

All his adventures have been directed at writing *Pacific Odyssey*. He has now started the composition, having emigrated to Australia. The inspiration of the *Odyssey* comes first from a prophecy made by a native Tahitian priest in 1750, that "strangers will come to our island shores in canoes without balances" (meaning outriggers).

Fanshawe's text will come from Tahiti, Hawaii, New Zealand, and other islands, and also from the writings of

Robert Louis Stevenson, the painter Gauguin, and Captain Cook.

In presenting a history of the Pacific, Fanshawe sees two "turbulences": first, the conflict between Europeans and natives, including devastation by war and disease, human sacrifice, and gods being burnt and thrown away; second, World War II and its terrible slaughter, followed by the nuclear issue - the threat to the environment from testing and nuclear dumping.

In between will come one of Fanshawe's recordings of a hurricane in all its terrifying splendour. "The environment - the elements - are very important in this piece", Fanshawe says. "They are what man is up against - the Creator himself"

Fanshawe intends the premier performance of the two-hour work to be in the Sydney Opera House in 1988 to coincide with the Australian bicentenary. It will be a remarkable occasion, and doubtless a record, videotape, film and book will follow, along with performances in London and elsewhere.

There is one of Fanshawe's packing cases that he wants never to be opened, and that contains the tapes from an island that Fanshawe is convinced is paradise. He will not reveal where it is, but he describes asking a Micronesian what he felt about paradise, and got the reply: "It is where I am now"

Rory Johnston

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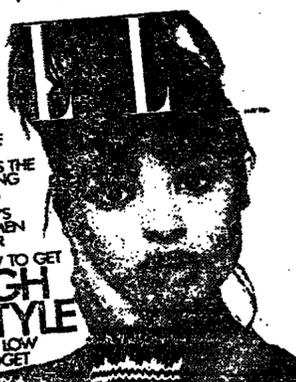
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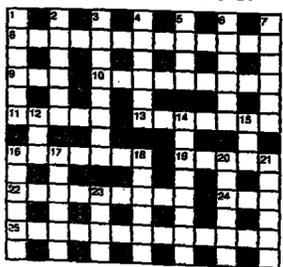
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19 Proper customs (5)  
22 Sorry (9)  
24 Hiaus (3)  
25 Contemplation (13)



DOWN  
1 Sweet child (6)  
2 Thick deposit (6)  
3 Cut up (8)  
4 Life's work (6)  
5 Move (4)  
6 Handsome youth (6)  
7 Crossbred (6)  
12 Fish ovary (3)  
14 Known (8)  
15 Adam's wish (3)

16 Severe (6)  
17 Sand-in ruler (6)  
18 Bungled (6)  
20 Get back (6)  
21 Lezhargic (6)  
23 Wicked (4)

SOLUTION TO NO 926  
ACROSS: 1 Coward 4 Lyrics 7 Main 8 Cheerful 9 Assorted 13 Set 16 Inconvenience 17 Gel 19 Entrusty 14 Division 25 Bray 26 Stroke 27 Wreath  
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BOOKS

A post mortem from the Commander-in-Chief

The purpose of ex-President Nixon in this book is to turn on his head the meaning of his title. No more Vietnams should mean...

James Fenton on Nixon's account of how the US won the war and lost the peace

NO MORE VIETNAMS By Richard Nixon W.H. Allen, £10.95

The negotiated ceasefire would be a fig-leaf for a deferred capitulation. As events turned out, the decent interval lasted a couple of years...

When it suits Nixon's argument, he will express surprise at the fact that Thieu thought the North Vietnamese to be awesomely cunning...

A central contention of Nixon's is that at the time of the signing of the Paris Peace Agreement, in January 1973, the American war in Vietnam had been won...

Interestingly enough, President Thieu, in Nixon's account, did not believe in the agreement that was being negotiated by Kissinger...

It was clear that they were having great difficulty with the prospect of cutting the American umbilical cord. As Kissinger saw it, we were up against a paradoxical situation...

Nixon and Kissinger forced Thieu to sign the agreement with the threat that if he did not do so they would sign it without him...

The reason for stressing the victory of American objectives in Vietnam is that Nixon wants to dissociate himself from those who argued that, between withdrawal of American troops and the eventual, inevitable collapse of the US-backed regimes in Indochina...



led people to see that the war was unwinnable. Nixon is fatally optimistic about facts...

Drug use was a widespread problem for the generation growing up in the 1960s. It was not appreciably worse among military personnel in Vietnam than among those stationed in other countries...

These figures do not, unfortunately, knock on the head the myth of the demoralized pot-smoking GI. They merely make us glad that the Harvard Class of '68 were not thrown into battle.

The whole book is like this. There are no notes, and the list of books consulted is very brief. One would not read such a work in order to find out about what happened in Vietnam...

A prince of journos

Woodrow Wyatt

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The more one reads, the greater the lament that Bagehot died at 51 with so much left to tell the world. His letters can be tedious...

Politicians still complain that personalities are more discussed than issues. They should read Bagehot.

Whether Bagehot was best as a banker, an economist, a constitutional theorist, or an editor I do not know...

Terrible beauty of Passover

FICTION

Isabel Raphael

IF NOT NOW, WHEN? By Primo Levi

Translated by William Weaver Michael Joseph, £10.95

THE PEARKILLERS By Rachel Ingalls Faber, £9.95

SMALL REBELLIOUS ACTS By Sally Beattie André Deutsch, £8.95

fate, and that there will be no time for survivors to mourn before moving on.

There is warmth and a tenacious hope in these people, born not of sentiment but of an age-old unity that transcends the political and nationalistic loyalties of other partisans...

Sally Beattie's second novel, Small Rebellious Acts, is quite enchanting. Set in a girls' school, it chronicles subversion and discipline side by side...

To call this an adventure is not to diminish the significance of Primo Levi's novel. It rings so true that I was convinced by every detail, and absurdly shaken to realize at the end that it was indeed fiction...

The evolution of a nonentity into a Holy Cow

In one of the nastier notices she wrote, in a lifetime of cackling malevolent reviewing, Caryl Brahms lashed out at Pamela May...

Fiona MacCarthy

TOO DIRTY FOR THE WINDMILL

A Memoir of Caryl Brahms by Ned Sherrin Constable, £12.95

ground though a series of subterfuges and disguises by changing her name from Doris Caroline Abraham...

"too dirty for the Windmill", of a sketch she had submitted to an impresario indistinguishable from a Caryl Brahms invention...

The key to this of course is that as a nightmare figure La Brahms, as she liked to style herself, could easily knock both her partners sideways...

worked intermittently successfully on musicals, on stories, most productively perhaps on Teat Was The Week That Was...

The book ends in a poem, a lament for Caryl Brahms by her unexpected cousin, Peter Levi. It is rather a good poem...

Caryl Brahms never said die. There is something rather touching, although maddeningly corny, in her indomitability...

The book ends in a poem, a lament for Caryl Brahms by her unexpected cousin, Peter Levi. It is rather a good poem...

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SATURDAY Why French printers killed cats? Wagnermanie? Novels of the week in paperback.

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Pooter live and well Joseph Connolly

THE COLLECTED LETTERS OF A NOBODY By Keith Waterhouse

This follow-on from Mrs Pooter's Diary (1983) is only marginally less successful in that whereas the existence of dear Carrie's version of events, immortalized in the Grossmith original, was alluringly feasible...

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### THE TIMES DIARY

### Lamont's defence

Poor Norman Lamont, Minister for Defence Procurement. One mention of the word Westland and he seems to have a blackout. Yesterday he was being questioned on the affair by the Commons Defence Committee. Why had he also considered resigning when Michael Heseltine, his chief, flounced out of the Cabinet in January? Was it personal loyalty or dissatisfaction with official policy? And how soon did he get over it? "I don't think we really need to get into that," he said unhappily. Personal loyalty had been his main motive; he could not remember how soon he had put the temptation behind him. "You are not the first minister before us to plead a faulty memory," said Labour's John Gilbert.

### On target

Following an after-dinner speech by the Home Secretary, Douglas Hurd, on Tuesday, guests at the Reform Club were startled when asked to take an impromptu vote on whether the Americans were right to bomb Libya. In the club's finest traditions of liberalism, or perhaps in response to the tough line on law and order in Hurd's speech, the vote was a resounding yes. At one point the Home Secretary was asked about his attitude to the French and Spanish ban on F111s flying over their territory. Before he could answer, a wit interjected: "Considering the accuracy of the bombing it was the only wise thing to do."

Advertisement taking on a new meaning: "Feel like a change? Something new? Thinking of going abroad with ease and comfort? Why not do it Ronaldsway this weekend?" Maxx Airlines accepts responsibility.

### Air cargo

While American bombs were raining on Tripoli, the Department of Trade and Industry was busy putting out a press release about "visible" export opportunities in the Middle East. And the junior employment minister, Alan Clark, speaking at the 25th anniversary lunch of the Middle East Association, said trade was better than ever with Britain's third biggest export market.

### Don't all rush

The National Liberal Club, that "historic London club in the heart of Whitehall", is so hard up that it is placing newspaper ads for new members. The club has gone downhill since the police investigations in the late 1970s into alleged homosexual assaults and alleged misappropriation of funds. Membership has plummeted from 7,000 to a mere 2,500. Yesterday the club told me the only requirement is to be Alliance or non-political. Some, of course, would say the two are much the same.



Stockhausen's happy — his latest work is two hours of silence

### Cover plus

Here's a nasty Americanism we should nip in the bud. Callers to the Bishopsgate insurance company in Cardiff are now treated to "Hallo, my name is Julie (or Andy or whatever). How can I help you?" at the start of every conversation. As one revolted client put it to me, the mock-intimate formula would be more appropriate to waitresses in hamburger joints. The company, maintaining that staff are merely told to identify themselves, says that so far there has been nothing but praise from customers. Next it will be "Have a nice day."

### Blocks office

Noting that the British cinema industry was one branch of showbiz which had done virtually nothing for the Band Aid appeal, British Film Year recently put the idea of a Film Aid Day to the industry. It met with some initial encouragement, but hopes have now been dashed by the "unanimous" rejection by the cinema's all industry marketing committee of plans to send a day's admissions to Ethiopia. Tom Nicholas, chairman of the committee, told me that the idea had seemed acceptable in principle but that there were great logistical problems. "We think the film chains couldn't agree on which day to hold the event," said a singularly unimpressed Film Year spokesman.

## Libya: Owen Harries on the price of allied opposition; Ronald Butt counts the cost to the Tories

# Line of shame that Nato will regret

When President Reagan appeared on television on Monday night to explain the air strike against Libya he came across as effectively as ever. But for once he was upstaged. By far and away the most dramatic thing about the administration's presentation was the map used by the Defence Secretary, Caspar Weinberger, to show the route taken by the British-based F-111s. The line went around Brittany, the Bay of Biscay and the Iberian peninsula, through the Straits of Gibraltar and on across the Mediterranean. Nowhere between Britain and Libya did it touch land, though most of the land involved was that of America's Nato allies. According to Weinberger, the route taken was about 1,200 nautical miles longer than a direct flight across France, which is if anything an under-estimation. But even that figure represents 2,400 extra miles of night flying and repeated inflight refuelling. The etching of this line on the mind of the American people is likely to be the most enduring and important consequence of the Libyan episode. It is a shameful flight across France, the most graphic way possible, how America's European allies, other than Britain, view Nato. On a question as clearcut as terrorism, with smoking-gun evidence of Gadhafi's complicity, the Europeans were unwilling to co-operate with their major ally and protector, even to the extent of letting

American aircraft use their airspace. On the contrary, their main concern seems to have been to distance themselves as far as possible from Washington. An increasing number of American intellectuals and politicians have already become thoroughly disenchanted with Nato. The newly isolationist liberal left dislikes the commitments it entails. Interventionist conservatives and neo-conservatives feel constrained by it. Budget-cutters, recognizing the large percentage of US military spending which goes to Nato, regard it hungrily. Many are outraged by the cheap ride that Europe demands. But up to now the American-in-the-street, confused by the technical arguments, figures, and acronyms involved, has not been moved. The stark simplicity of Weinberger's map may change that. Immediately after Reagan, Weinberger and George Shultz,

the Secretary of State, had finished their television appearance on Monday, British pundits began appearing to explain what a dreadful mistake it all was. Of course, terrorism was awful and Gadhafi unspeakable. But this was not the wrong way to go about things. It would make a hero of him... unite the Arabs, embarrass Egypt, strengthen the Soviets... dreadful mistake by Thatcher... price to pay, retaliation, escalation... Two things stood out in all this. First, the concern about every-one's reaction to America's action, but no concern about America's reaction to others — particularly to Europe's behaviour. This inclination to take America for granted and to be sensitive only towards the views of adversaries and to domestic political pressures is unfortunately typical. Anything else is likely to be reviled as subservience to Washington. It is one of Mrs Thatcher's great

strengths that she is impervious to such nonsense. Her courtyrmen may one day have cause to be grateful for that and for the fund of goodwill she has built in America as a result. Second, unspoken but palpable, was the familiar sense of European superiority, of distaste for the dangerous crudeness of the American approach to international problems. However, the crucial difference between the United States and its major European allies is not one of culture or sophistication, but of power and responsibility. Really great powers confront problems and are concerned to solve them; others usually evade them for as long as possible. It might be remembered that when Britain was truly great, it took on, at considerable cost and over a long period, the task of suppressing the slave trade and slavery. It was not averse to using force to do so, realizing that nothing else was likely to get the job done, and was not particularly scrupulous about respecting international law in the process. In retrospect, the successful performance of this task stands as one of the most worthy endeavours in British foreign policy; it is one well worth bearing in mind when contemplating America's response to terrorism. The author is editor of The National Interest, a Washington-based foreign policy magazine.

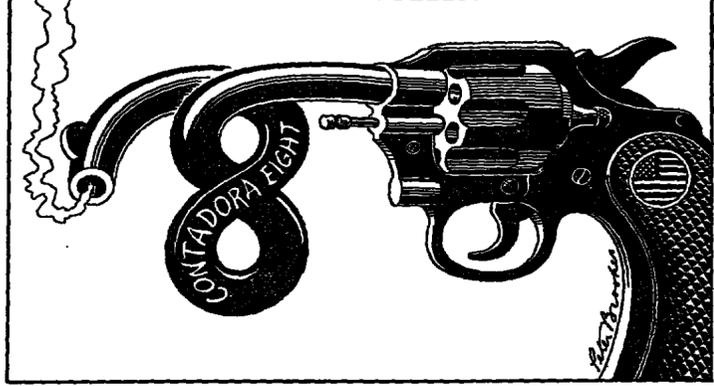
## Mrs Thatcher's rash support

It has been clear for some time (Fulham confirmed it) that a movement of feeling is flowing strongly in the country against the Conservatives. The reason is the government's lack of political imagination and its sheer inability to understand the reactions of many of its natural supporters. Three events of the past week have illustrated what is wrong far more precisely than any general analysis, and I shall discuss them in ascending order of importance. The first is the extraordinary mess the government made over the backbench bill (Labour, but with all-party support) for improving provision for the disabled. It first jibbed at an important section of the bill and then, surprised by a threatened Tory revolt, unexpectedly capitulated on the essentials. It had shown a startling misunderstanding of the attitudes of Conservatives, including many on the right wing. Tories want wasteful public spending cut; they do not wish to pour money into a morass of counter-productive benefits or on supporting unnecessary frivolity, and sometimes want essential services (hospitals and education) to be bad, and they are certainly prepared to pay taxes for the disabled. The second misjudgement of party feeling was over Sunday trading. In part it was mechanistic; in part doctrinaire. The Shops Bill was based on the Auld Report, which in May 1985 was endorsed in the Commons by a substantial majority of 304 votes to 184. The government foolishly took this as a measure of the support for the bill. But 120 MPs were not present that day, and public opinion had not been measured. The whips failed to understand the extent of opposition not simply from saboteurs but from many ordinary Tories who distrusted the assurance that the bill would not lead to general shop opening from which most shop-workers and their families would have no escape. They were right. The promised conscientious exemption from Sunday working might cover present workers but hardly those of the future. Of course, the Sunday trading law is a mess, but it could have been dealt with by allowing specified kinds of shops (garden centres, corner shops for food) to open; perhaps for restricted hours. Or it could have made it all a matter of local responsibility. Instead, the government got deeper into the mire of absurdity, and when Douglas Hurd promised no guillotine on the committee stage, MPs said: This is ridiculous, we shall be here all August on a bill which will eventually be lost. Let's try to kill it off now.

So we come to the extremely grave decision, with its potentially dangerous consequences, to permit the use of British bases for the bombing of Libya. Colonel Gadhafi's guilt is not in question; but it is also not the point. There is no lack of will in Britain for the strongest possible action against terrorists, provided it works and does not damage its own cause. The question is simply whether the bombing will achieve its ends; and what will be its other consequences. Its immediate likely effect will be not to stop terrorism but to encourage more of it. That is virtually admitted by the US. Logic requires that the Americans should then strike again, and even more heavily. Where, then, will it stop? How many sorties from British bases will public opinion support as more pictures of mangled children appear on television? Only if it should happen that Gadhafi falls in a coup which was engineered (with Mrs Thatcher's knowledge) in concert with the US, strike would be justified. President Reagan's policy has divided the Western alliance. But the provision of British facilities has also divided the European nations who have a special role in the world, provided that they keep their own united voice. Sitting in the Commons on Tuesday, I felt echoes of Suez. Of course, there are many differences. The enemy now is much more villainous than the enemy then; the Americans then were against us, but the similarities are still striking. The decision to allow the flight from Britain was taken by the Prime Minister alone, in consultation only with the Foreign and Defence Secretaries. It is another example of Mrs Thatcher's growing propensity to forestall Cabinet discussions. (Thus it is she who keeps the question of joining the European Monetary System off the Cabinet agenda, despite the fact that both her Chancellor and Foreign Secretary are now strongly converted to membership.) Like Suez, her decision on the bombing divides Conservatives, and not simply on traditional lines — in the Commons, the Cabinet (Night Lawson is one minister said to be disturbed) and outside as well. It will divide friends in and out of politics; it will (still more significantly) divide Thatcherite from Thatcherite. It has presented a divided Labour Party with a cause on which it can unite, and given the left's case against American bases spurious respectability. It leaves the Tories sitting on their benches, morose and uneasy of conscience. That is not a good condition in which to prepare to face the country. The Conservatives will pay a heavy price for Mrs Thatcher's loyalty to President Reagan. The bombers which flew from Britain to Tripoli could well cost the Conservatives the next general election.

## John Carlin reports on Latin American fears over the Contras

Mexico City Since President Reagan vowed in 1981 to "draw the line against communism" in Central America, the region has experienced the fastest military growth rate in the world, outpacing even the Middle East. According to the London-based Institute of Strategic Studies, the number of men under arms — including rebel groups — has grown in the past five years from 66,000 to more than 200,000. And this in a total population of only 22 million in the region's five Spanish-speaking countries: Guatemala, El Salvador, Honduras, Costa Rica and Nicaragua.



## Where Reagan can still show restraint

The Reagan administration, to counter what it sees as a threat by Nicaragua to spread left-wing revolution right up to the US American allies with millions of dollars of military assistance and has even helped create the Nicaraguan Contra rebel force of some 15,000 men. The Soviet Union, in turn, has poured tanks, helicopter gunships and artillery into Nicaragua, where the Sandinista army is now the biggest in Central America.

So Washington's fears are essentially the same as those of the Latin Americans. The difference between them is that the latter believe they can find a diplomatic mechanism to prevent what is, after all, an economically crippled nation of only three million people from exporting revolution. The country that has most to fear from the Sandinistas is Honduras, from whose borders the Contra rebels launch their attacks. The US even claimed last month that Nicaragua had "invaded" it. Yet even impoverished Honduras, pitifully dependent on US money, is making it known it is not comfortable with Reagan's policies. The country's new president, Jose Azcona, said last weekend that while he was concerned at

the possible consolidation of a Marxist system in Nicaragua, he still felt a Contadora agreement could solve the problem. "We do not wish any ill to the Sandinista government," he said. "Mr Reagan knows perfectly well that Honduras does not want war with Nicaragua." Philip Habib, Reagan's new special envoy for Central America, recently said that the Latin American governments "privately" supported Reagan's policy. He suggested that for internal political reasons they were bound to adopt anti-American postures. To test this theory, the Speaker of the Democrat-controlled House of Representatives, Thomas "Tip" O'Neill, toured four Latin American nations last week. On his return he said he was convinced that "everybody was opposed to United States policy" in Central America — and opposed specifically to Reagan's request for aid to the Contras.

can is that if the region does become "another Vietnam", that would pose a much greater threat than the possible spread of left-wing revolution. The Sandinista government has repeatedly made clear that if it is overthrown it will not only take to the mountains of Nicaragua, but will ignore all national boundaries and carry the war to the United States and its allies. Pure Marxist/Leninist theorists welcome such a prospect. Political sentiment in Latin America would inevitably polarize. In a region as poor as this, there is great susceptibility to left-wing rhetoric; a great disposition for a sharpening of the deep-seated resentment against the wealthy United States. Hence a recent declaration from the Contadora eight, all of which are ideologically pro-US, saying there was an "imperative need" for an end to support for the Contras. A US-engineered ousting of the Sandinista regime would also raise the possibility of an increased Soviet-Cuban role in Central America. The East-West nature of the conflict will become less ambiguous if US support for the Contras increases. President Castro recently declared that he would match any new Contra aid bullet-for-bullet in support of the Sandinistas. At the US State Department, the assistant secretary in charge of Latin America, Elliot Abrams, baldly affirmed last month that the Contadora nations were wrong and the Contras were right. Abrams's statement put into clear relief the gap between the US and Latin American view of how to tackle the problem.

The democratic governments of Latin America as a whole, witnessing what they feel could explode into an all-out Vietnam-style regional war, have been mobilizing since the beginning of the year to promote negotiation and peace. A flurry of meetings of their Contadora group, ministerial visits to Washington, joint statements and alarmed declarations from presidents Alfonso, Garcia, De la Madrid and others have countered President Reagan's apparently growing conviction that the only language the Sandinistas understand is that of the gun. Yesterday, the Panamanian foreign minister claimed a fresh breakthrough. An important point, however, that many people have perhaps failed to grasp is that the Latin Americans do see the Sandinista revolution as a problem, even if they do not talk about it in Washington's apocalyptic terms. The conservative, strictly capitalist Latin American democracies are certainly concerned at the presence of Cuban, Soviet and Libyan advisers in Nicaragua. "Mexico is not pro-Sandinista. We do, of course, fear the spread of left-wing radicalism," a Mexican official told me recently. "It's precisely for reasons of pragmatism and self-interest that we're pushing Contadora as opposed to a military solution." The Contadora group, which

Richard Ford on the concern in Dublin over policing, despite the Guinness release

## Gunning for the Garda

Dublin After years of critical, often hostile, surveillance of their methods, the beleaguered Royal Ulster Constabulary could be forgiven for smiling wryly at the sudden prospect of a similar scrutiny of the Irish Republic's Garda Siochana. Praise is being lavished on the Garda for its success in freeing the kidnapped Mrs Jennifer Guinness; but when the euphoria has worn off, a number of nagging questions will be revived about the effectiveness of the 11,800-strong force. Confidence has been undermined by a series of incidents ranging from a security lapse at the home of the prime minister to the chaotic scenes in and around a Dublin department store when police moved in last month to arrest the terrorist suspect Evelyn Glenholmes. In the latter incident, displayed on television, a nervous plain-clothes officer fired three random shots and the police looked farcically inept. An opposition spokesman said it was a "national humiliation". But only a few days before the abduction of Mrs Guinness, the justice minister, Alan Dukus, had effectively cleared the police of incompetence. Events such as these reinforced the suspicion of critics that the force lacks discipline and a strong command structure. No wonder there are people, not necessarily friends of the RUC, who favourably compare the northern force with the Garda. Its own newspaper, the *Garda Review*, called for well-rehearsed plans for dealing with likely situations, and went on: "We

sometimes show a lack of single-mindedness and cohesion when called on to act as a team. Somehow the line of command, where it exists in the first instance, becomes interrupted under pressure and we do not seem to have learned how to overcome that problem." In recent years the Garda, which is mainly unarmed, has had plenty of examples from which to learn. In 1983, after police rescued the last major kidnap victim, Don Tiddy, they put a "ring of steel" around the woods where he was found, but the kidnappers still slipped away. Worse followed: suspects escaped by the front door of a house as armed police approached the back. Formed to police an overwhelmingly rural society, the force now faces the spillover effects of the troubles in the North: the ever-present threat from subversives, drug-traffickers and large-scale crime, especially in the Dublin area. The economic boom that transformed the Republic in the 1960s brought urbanization to a point where one-third of the population now lives in the greater Dublin area. But there was no reform of the police force to enable it to deal

effectively with the consequent pressures and problems. Although the Garda has reported an 8.5 per cent fall in the number of crimes last year and seems to have stemmed the rising tide of drug abuse and joy-riding crime, Michael Murray, secretary of the Association of Garda Sergeants and Inspectors, says: "We cannot go on policing a late-20th-century society with a police force modelled on the late 19th century. We must be given the laws to do the job and a system that is practical and effective. The message to government is give us the proper tools and let us get on with the job." Unlike the British police, the Garda is a national force under central control, with the appointment of every officer above superintendent subject to cabinet approval. With such a system, and in so small a country, the force has inevitably been susceptible to political interference, real and imagined. Garret Fitzgerald's coalition government has failed to fulfil its promise to set up an independent police authority which, it was hoped, would reduce the risk of political meddling and improve administration and morale.

## moreover... Miles Kington Along ye olde flightte path

Now that the M25 provides a fast link between Heathrow and Gatwick, it is time to re-explore the forgotten path which for so many years was the only route between the two, the Air Traveller's Way. Though not as long as the Peanline Way or as dramatic as the Ridgeway, this green road provides a welcome retreat from suburbia and motorways, and reminds us just how difficult travel was in the days when it took three or four days to get from one airport to another. The trail can be picked up south of Heathrow where it winds across fields and through woods towards distant Ascot. One of the first references to the Way is found in Defoe's *Journal*. "My flight being diverted from Heathrow to Gatwick, I join'd a company of traders that were setting out on the Reigate Road. Night falling, one of our number call'd upon us to follow him, as he knew the path well. Whatsoever path he knew well, it was not this one, as shortly after midnight we found ourselves up to the waist in water, and a cry went up that we were wading in the Channel. "A woodman that happen'd at our plight, and said he had never seen so many people caught in Staines Water. We rounded on our guide and beat him soundly, before being led to the woodman to his refuge, where he did charge us a penny each for the chance to be stiff and sore the rest of the night. Verily this air travel is not all it is crack'd up to be. Nothing much, it seems, has changed since the Way still skirts Staines, through many a wealthy back garden at Weybridge, and on towards Cobham, past the little church of St Thomas D'Angerville, where the old-time air travellers were wont to pray for deliverance from importunate porters. One sombre plaque reads: Here lies the late Josiah Rice, Who under-tipped his man. His soul flew up to paradise — His bags flew to Japan. A first-night stop at Weybridge was considered good going. Lord Byron records that he fell for the twinkling eye of the ostler's daugh-

ter at a Weybridge hostelry, though a row of asterisks leaves the outcome teasingly unclear. On the second day, towards Cobham, the old-style air traveller would find the first of many duty-free wayside stalls, often to his chagrin, as Horace Walpole relates. "A man near Cobham, with much winking and bowing, persuaded me to part with two guineas for a mess of 'French brandy. On examining it the other side of that town, I found he had sold me a skiff of partly cook'd grape juice, and I would have return'd to chastise him, were that my flight was but two days away." Thereafter the going becomes rough, leading either through the "hell-hole known as Leatherhead", as Cobbett puts it, or over the severe flanks of Box Hill; where the young Disraeli fell and "broke my ankle, thus rendering my sick holiday quite superfluous, so I returned home". Thereafter it was a quiet chalklands stroll towards just, and I would have return'd to chastise him, were that my flight was but two days away." 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# THE IMPORTANCE OF PEAKS

Amid the torrent of condemnatory words pouring from the Kremlin in the wake of the US raids on Libya, there has so far been only one deed: the cancellation of the planned summit meeting between the Soviet Foreign Minister, Mr Shevardnadze and his American counterpart, Mr Shultz. This has led some to speculate that the second Reagan-Gorbachov summit will be postponed indefinitely. Seers of a more Jeremiah-like disposition have spoken of a major East-West crisis in prospect. Neither conclusion is justified by the evidence.

The cancellation by Moscow of the Shevardnadze-Shultz meeting does not, in itself, mean that the Washington summit is off the agenda. True, there will be no summit without a preparatory foreign ministers' meeting. True, too, that preparatory meeting will be delayed. But there is nothing in Moscow's announcement that rules out an eventual meeting once the clamour dies down, as it must.

Nor, despite the Kremlin's angry protests, is there any evidence that a postponement of the summit is unwelcome to Moscow. On the contrary, some of Mr Gorbachov's recent moves — his numerous but quite unrealistic arms control initiatives, his now forgotten proposal for an "extra" summit in Europe to discuss a comprehensive nuclear test ban, and the delay in setting a date for the Shevardnadze-Shultz meeting if the first place — appeared to be directed towards precisely this end.

In this sense, the American side has temporarily lost its advantage. President Reagan had made no secret of the fact that he preferred the Washington summit to take place in June, before the mid-term

Congressional election campaign got underway. The Russians, probably for the same reason, were said to prefer the summit eventually takes place, a later date will suit the Soviet side better.

But if there is no Washington summit in the next year after all, the balance of benefit becomes less clear. The question then becomes who needs a summit meeting more: Mr Gorbachov or President Reagan?

It has been argued that President Reagan needs a summit for the sake of his reputation as a statesman who will talk peace rather than wage war. This may be important for Europeans and for the Western alliance, but it will not carry so much weight with the domestic constituency. At least, not for the time being. Americans like strong, successful leadership and this is what, after the raids on Libya, he has been seen to provide. At home, President Reagan needed the Libyan success more than he needed a summit.

In the event that the Libyan raids turn sour for the Americans or fade into oblivion, the considerations change. Then, President Reagan will have to demonstrate that he is capable of dealing with the Russians, be it in diplomacy or in arms control. He will need his statesman's mantle again, for his own sake and for the sake of his Republican Party, which faces the mid-term congressional elections next autumn and the presidential elections — with a new candidate — two years later. In this case, a summit could become a priority.

At present, however, it is probably the Soviet leader who needs a summit more. He is relatively new to the inter-

national scene and still needs to establish his position as leader of a superpower. This has become especially important in the light of Moscow's disinclination — which some will see as impotence — to defend its Libyan friends. But a summit, if it is to benefit the Soviet leader, would have to take place on certain conditions.

To satisfy his domestic constituency, the Communist Party and the military establishment, Mr Gorbachov has to return to Moscow with the tangible concessions from the Americans he failed to obtain at Geneva. These are a postponement of the Strategic Defense Initiative; failing that, a nuclear test ban agreement. Anything less will cast the Soviet leader in the untenable role of supplicant. In this case, he might well calculate that he is better off without a summit at all.

A fruitless summit, on the other hand, could suit President Reagan well. He would have been seen to entertain the Soviet leader in Washington (statesmanship) without giving anything away (strong leadership). His domestic constituency would have cause for satisfaction.

The balance of advantage at present is marginally on President Reagan's side, whether there is a summit or not, whether it achieves anything or not. The acrimony between Moscow and Washington at present means, however, that any benefits accruing to one are likely to damage the perceived interests of the other. In such an atmosphere, the postponement of the planned summit — if that is what happens — is an eminently appropriate solution. Certainly it is not the "major East-West crisis" that a failed summit would be.

## TO PAY OR NOT TO PAY?

Perhaps more than any other government, the Irish has reason to be worried by the kidnapping for ransom of rich and prominent people, and of people employed by corporate bodies which have the resources to find the money demanded. In consequence, there has been increasing worry in Dublin on account of the growing practice of offering insurance for specified sums to cover the risk of ransom. It is feared that the knowledge that money is available may encourage the crime, and with that concern it is right to sympathise.

It is, of course, not a new thought that the existence of insurance may actually raise prices for some services covered. The suggestion can be made, for instance, in regard to accident repairs to cars or even for medicine covered by insurance. But that kind of thinking is, by its nature, susceptible neither to proof nor disproof. Concern over the mushrooming of companies and policies offering cover for ransom is of a different order and is of far more persuasive kind.

It is quite clear also that the Irish concern also embraces the payment of ransom itself, and that is only logical. How can insurance cover against the risk of ransom demands be banned unless the payment of ransom itself is made illegal? No law exists against it, but there have been some suggestions that those who pay it should be liable to prosecution as accessories after the fact. But it is at this point that the essential obstacle to action arises. Law, if it is to be good law, must be enforceable.

There is in practice no way in which it would be possible to stop the payment of ransom to recover a kidnapped member of a family if their nearest and dearest relation is determined to pay it and has the means. It is, of course, right not to pay, and right to act under the guidance of the police. But it is almost inconceivable that public opinion would support a prosecution in such circumstances.

What is clear, however, is that there is in this matter a question for the insurance industry itself. The Lloyds syndicates dealing in this business have stressed that their policies are strictly for reimbursement after the event, and that there is no question of paying a ransom as such, or of dealing directly with kidnapers. It is also a condition that the existence of the policy should never be disclosed (otherwise it is void), and that law enforcement officers must be involved. Even so, it is a type of business that the council of Lloyds should keep under careful surveillance.

It is not simply that criminals and subversives may see the existence of such cover as an incentive to commit the crime. There is also the fear in Dublin that the "existence of such policies promotes protection rackets, and in both Dublin and Belfast there is suspicion that demands for money are made under threat of kidnapping, perhaps by no more than a telephone call, to a greater extent than may be supposed. But nobody can know how extensive this is or how much money is paid out.

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## HERR HONECKER'S HOROSCOPE

East Germany's Socialist Unity Party is as close as we are ever likely to get to the kind of military discipline and totalitarianism which Lenin envisaged for a ruling Communist party. Indeed, in some ways it is closer to that ideal than the Communist Party of the Soviet Union — more Leninist than the Leninists. For a Soviet leader like Mikhail Gorbachov, who jaces so much stress on the so-called "Leninist norms", here is much to be praised.

The only thing the East German Party lacks is the correct name. Its title, the Socialist Unity Party of Germany, is an anachronism which dates from the forced amalgamation of the Social Democratic Party with the old Communist Party in the Soviet-occupied parts of Germany and Berlin in 1946. Coincidentally, the 40th anniversary of that unequal marriage will fall during the party congress, which opens in East Berlin today.

The congress is the latest in this year's regular quinquennial round of Soviet bloc party congresses; it will be distinguished by the presence of the Soviet party leader, Mr Gorbachov's presence may be a tribute to East Germany's relative economic success. With 2.5 per cent real terms growth in GNP, East Germany turned in the best overall

economic performance in Eastern Europe.

More laudably still, in Soviet eyes, it has done this while preserving largely intact the basic structures of a centralized command economy. Mr Gorbachov himself has publicly praised East Germany's industrial "combinates", an organisational device which is generally held to have brought greater efficiency without reducing bureaucratic control to anything like the degree that such control has been reduced in the genuinely reformed economy of Hungary.

It would be an oversimplification to suggest that East Germany is a "model" for Mr Gorbachov's Soviet Union. Solutions which work in a small homogenous central European state will not necessarily work in a huge heterogeneous Eurasian empire. But Mr Gorbachov has very direct reasons for satisfaction with East Germany's performance.

The East German army plays an ever larger and more important part in the Warsaw Pact, while never for one moment calling into question (how could it?) the overwhelming presence of 400,000 Soviet troops. In short, it is hard to imagine a more satisfactory front-line garrison state for Moscow.

The one exception in this catalogue of Communist vir-

tute and orthodoxy is East Germany's special relationship with West Germany. Most West German observers will be watching the congress above all to see whether Mr Gorbachov finally gives the green light for Erich Honecker's long-planned trip to West Germany, postponed under Soviet pressure in the summer of 1984.

Mr Gorbachov must obviously be sensible of the great economic benefits which flow to the Soviet Union from that special relationship, and of the added political leverage which it gives him in his sustained endeavour to weaken Bonn's ties with Washington. However, that leverage can be exercised by blowing cold as well as hot, and in recent weeks Mr Gorbachov has been blowing more cold than hot, particularly following the Bonn government's agreement with Washington on participation in the Strategic Defense Initiative.

Herr Honecker himself recently declared that this "conspiracy" between the Pentagon and Bonn would complicate relations between the two German states. He has also commented, with what looks almost like humour, that the prospects for his visit to the Federal Republic still stand somewhat in the stars. We shall all be interested to see how Mr Gorbachov reads Herr Honecker's horoscope.

# LETTERS TO THE EDITOR

## Implications of Libya bombing

From Mrs Elizabeth Plette  
Sir, As an American expatriate living in Britain, I am directly affected by the threat of violence by Libyan-backed terrorists. Every time I board an airliner I wonder what unpleasantness may be in store for me and my family. My husband's job requires that he travel frequently to various European capitals. Even the tightest security cannot protect people from fanatics.

The attacks this morning on Tripoli and Benghazi were futile as well as morally and legally indefensible. Such military action will only encourage terrorism. Now the American Government can be justly accused of killing and maiming civilians in the name of justice and retribution.

However, EEC governments who are quick to condemn what the US Government has done should examine their own stands with regard to terrorism. It should not take them long to do so; they have never done anything that could even vaguely be construed as offering an effective deterrent to terrorists.

Many European governments have allowed known terrorists to come and go freely under the cover of diplomatic immunity. As a result many European civilians have lost their lives. Repeatedly those same governments have refused to use the most effective non-military sanctions at their disposal: expulsion of Libyan diplomats and isolation of Libya from trading with the EEC countries.

Had West Germany, Italy, Austria and Greece joined with the US in applying these sanctions, perhaps the horrors of the bombing of the LaBelle Discotheque, the bloody attacks on the Rome and

## Sport, TV and cigarettes

From the Managing Director of BBC Television  
Sir, The Chairman of the Health Education Council (April 14) and his associates make some telling points about the relationship between tobacco sponsorship and televised sport.

I cannot accept that the BBC should be singled out for specific blame on this issue when we have tried, with good will, to operate within both the spirit and the letter of the agreement made between the Government and the tobacco industry.

Sir Brian Bailey's letter gave clear evidence of the substantial scale of the tobacco industry's investment in sports sponsorship. He also acknowledges these are arrangements between the tobacco companies and sports bodies, the BBC having no part in them. Indeed, in our publication, *Radio Times* we have accepted no tobacco advertising for many years.

Against this background it is not difficult to deduce the problem our production staff face in tackling the dual responsibility of providing first-class coverage of sporting events while at the same time being required to sit in judgement on possible infringements of this agreement in association with our own BBC guidelines.

The BBC has believed for some time that a complete reassessment of the situation is necessary and I have taken personal initiatives to reach new agreements and understandings. I believe we are on the brink of achieving this.

Yours faithfully,  
BILL COTTON, Managing Director of Television,  
BBC Television Centre, W12, April 14.

## Gloucester's schools

From the Chief Education Officer, Gloucestershire County Council  
Sir, Ronald Butt (March 27) is entitled to his own view of the place of grammar schools, but he is wrong to state that Gloucestershire County Council's proposals to establish a fully comprehensive system of secondary education in Gloucester and Stroud were against the wishes of the majority of local parents.

It was precisely because the articulated preference of parents, governors and public was so strongly in favour of such a move that the previous Conservative controlled administration submitted the proposal.

It is his local preference that Sir Keith Joseph has now rejected. For the authority the proposed changes were borne not of an educational ideology but of pragmatic expediency. In Gloucester alone we shall, in three years' time, have in excess of 2,000 surplus school places for a secondary population of just over 5,000, while there will be seven separate county schools running sixth forms for less than 450 students in total.

The Secretary of State says that he recognises the need for action and change, yet he refuses to allow the local authority to make the changes that are regarded by those who see the problems at first hand as the most appropriate. He insists that he can only consider each proposal on its own merits — it is not for the Secretary of State to

## Shops setback

From the Director General of the Retail Consortium  
Sir, The architects of the Government's defeat over reform of Sunday trading are entitled to their moment of euphoria. However, it must be remembered that the Government was defeated by an essentially negative coalition. Retailers are still left with the 1950 Shops Act which, by almost universal consent, is condemned as unworkable and unenforceable. Furthermore, in the wake of this debacle, it is highly unlikely that the Government will attempt a reform of our archaic licensing laws.

Much play has been made in recent years of the potential of the retail, tourism and other leisure industries as possible new sources of job and wealth creation. This will only be possible if these industries operate within a framework of law which is acceptable, understood and enforceable.

The defeat of the Shops Bill does not remove the urgency for us to reform our trading and licensing laws. However, given that both Government and private members' legislation has failed spectacularly in recent years, it is now incumbent on the retail industry itself to try and bring forward sensible measures which will command widespread support in advance of being introduced into Parliament.

Yours faithfully,  
TOM McNALLY,  
Director General,  
The Retail Consortium,  
1-19 New Oxford Street, WCI, April 15.

## Aid to Nicaragua

From the Director of Christian Aid  
Sir, In his article (April 8) Roger Scruton refers to "the intensive campaign mounted by Oxfam, Christian Aid and associated bodies in support of the Marxist government of Nicaragua".

Such a campaign might very well be appropriate given the tendency to fasten on the stance and inevitable shortcomings of the Nicaraguan regime rather than its real achievements, for example in health, education and land reform.

Scruton, however, is misinformed. In Nicaragua, as elsewhere, Christian Aid has followed its usual policy of working with the poorest of people whatever the political colour of the government under which they happen to live or die.

Only when that work is thwarted, as in Nicaragua by the cynical and destructive activities of the Contras, do we raise our voice against those responsible as, according to our understanding, we have every right as a charity to do.

When it comes to modest support for posters encouraging prayer "that Nicaragua be left to live in peace", if we granted Mr Scruton's own dubious distinctions between politics and charity

## Gale warning

From Mr D.C. Truman  
Sir, Whilst risking life and limb on the M25 and M4 on March 24, the day of the freak high winds, I was reminded of that delightfully simple safety aid used on the autobahns in West Germany. The windsock, still used on smaller airfields, is positioned wherever a major change in terrain occurs, particularly on bridges, and thus likely to produce significant variation in wind condition.

Regular users will confirm that these windsocks create a greater awareness of the wind hazard in the following day. Ought we not to use them in the UK?

Yours faithfully,  
D.C. TRUMAN,  
Wilderness Road,  
Chislehurst,  
Kent,  
April 2.

## Reluctant refunds

From Mr Herben S. Gruber  
Sir, I have over the years spent many days in your lovely city of London, enjoying the surroundings, its fine people and helping to prop up the pound by freely spending our dollars at your shops. One of the extra little incentives that the shopkeepers offer is providing a return of the VAT, which takes off about 13 per cent of the purchase price.

But in recent years this refund comes slower and slower, to the point where transatlantic phone calls and nasty letters must be sent to collect the cheques. There have been occasions where even after letters and phone calls, I have had to wait until the next visit, one year later, to personally appear at the store, where I am then sheepishly handed a hastily made cheque with a "so sorry".

## Oil and air fares

From Lord Bethell  
Sir, On April 1 the price of oil fell below \$10 a barrel and the following day British Airways announced the introduction of a £28 return fare between London and New York, a reduction of £70. Also on April 1 I telephoned British Airways to book a flight to Brussels and back, only to be told that that very morning the price of a return ticket had gone up from £168 to £178, indeed that they had increased fares on almost all their European routes.

When will this madness end? Following last October's agreement liberalising air travel between UK and Belgium, BA have it in their power to reduce fares on the very expensive Brussels route.

As British Caledonian have shown, flying to Brussels out of Gatwick, they could well afford to do so. Instead, as the price of oil plummets, they raise the fare by 6 per cent and an amazing coincidence! — so do Sabena.

Yours sincerely,  
NICHOLAS BETHELL,  
Chairman,  
Freedom of the Skies,  
73 Sussex Square, W2,  
April 3.

# ON THIS DAY

APRIL 17 1801

The successful engagement against Denmark led to the close of Britain's Baltic campaign against that country and her allies, Prussia, Sweden and Russia. The version of the battle as seen by the Danish commander greatly irritated Nelson who complained to the Adjutant General of the Danish Fleet.

**BATTLE OF COPENHAGEN**

HAMBURG, April 10  
As soon as the fire of the Danes was silenced, the Hero of Aboukir, with that humanity which is so congenial to true heroism, sent a flag of truce on shore with a letter to the following purport: "The brave English to their brethren the brave Danes."

"I am now in possession of the batteries; and wishing to stop any further effusion of blood, I consent to a suspension of hostilities."

"NELSON"

COPENHAGEN, April 7  
The following is the official account given of the Naval Engagement of the 2nd instant, by *Officer Fischer*, the Danish Commander in Chief, and addressed to his Royal Highness the CROWN PRINCE.

"On the 1st of April, at half past three o'clock in the afternoon, two divisions of the English Fleet under Vice-Admiral Nelson and a Rear-Admiral, weighed anchor, proceeded eastward towards the Middle Ground, and shortly cast anchor again South of the same. This force consisted of twelve ships of the line, several large frigates, bomb and other vessels, making in all thirty one sail. On the 2nd of April, about nine in the morning, the wind S.E. these ships as well as those lying North of the Middle Ground under the command of Admiral Parker, weighed anchor. The ships of the line and heavy frigates, under the command of Vice-Admiral Nelson, drew up towards the King's Deep, in order to take their station successively near the place which I was intrusted to defend. The bombarding and smaller vessels took their station nearer the town; and the division of Admiral Parker, consisting of eight ships of the line and several smaller vessels, remained at the utmost press of sail towards the South, to the ring of the defence.

"At half past ten o'clock, the northernmost ship of Admiral Nelson's division passed those of ours, which lay most to the South. I gave that ship which was within shot, the signal for battle..."

"In about half an hour after the engagement, became general. Twelve lines of battle ships, of which one was of 80 guns, and almost all the rest of 74; and from six to eight frigates were on one side. On the other side were seven guard ships, one of which only was of 74 guns, the rest of 64 and under; two frigates, and six smaller vessels. The enemy had every where two ships for one of ours; and the guard ship *Provesten* had, besides the Royal Danish and a ship of the line, two frigates against her, which were raking her from stem to stern, without her being able to return a shot.

"Were I only to relate, in the manner of an history, what your Royal Highness has seen, as well as the citizens of Denmark, and of Europe; that this which I shall call an unequal contest, was maintained with unexampled bravery for the space of four hours and a half; that the fire of the power engaged with us was already so exhausted, that several of the English ships, and among the rest, that of Admiral Nelson, fired only single shots; that this hero, at the very moment, and during the very heat of the battle, sent a flag of truce on shore to require a cessation of hostilities: — When I have to add the account of the two English ships of the line having struck, but that they hoisted their flags again, as soon as they were reinforced by other ships: — Under those circumstances, I may be permitted to say, that the ancient fame of Denmark in Naval wars has this day shone forth with incredible lustre, that I have to thank Heaven for having had all Europe as a witness to the same."

"Besides, the balance turned against Denmark in a quarter where it was not likely to should. The ships that were first, and to the South of those most severely attacked, and even the *Provesten*, had almost all their guns dismounted, and were obliged to yield to a superior force."

"About half past 11, the Dannebrog line of battle ship, close to which Admiral Nelson lay for some time, was so much damaged, that I went with my flag on board the *Holstein*; but instead of this the Dannebrog fought under the streamer that had been hoisted. At the end of the battle, she had 270 men killed and wounded..."

**Dressing up**

From Mrs D. V. Hood  
Sir, Mr Robinson (April 11) has got the wrong end of the stick, or rather the cat. Manufacturers of vegetarian food "do it up" to increase their market by attracting carnivores. We lift vegetarians often prefer simple nut or pulse recipes.

Yours faithfully,  
DILYS V. WOOD,  
5 Brambling Court,  
Chesterfield,  
Derbyshire.

From Mr N. Powell  
Sir, Vegetarians who invest in such strange devices as Vegebangers and Vegeburgers do so, as Mr Robinson supposes, suffer from inferiority complexes. They suffer from children.

Yours faithfully,  
NEIL POWELL,  
18 Church Street,  
Baldock,  
Hertfordshire,  
April 11.

Three die in Zurich shooting

ADP

ADP



COURT AND SOCIAL

COURT CIRCULAR

WINDSOR CASTLE April 16: His Excellency the High Commissioner for Cyprus and Mrs. P. P. Kyprianou...

bad farewell to Their Excellencies on behalf of Her Majesty. BUCKINGHAM PALACE April 16: The Princess Anne...

London. Later Her Royal Highness attended a Dinner at the Danish Club. Knightsbridge. YORK HOUSE ST JAMES'S PALACE April 16: The Duke of Kent...

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Church news

Appointments The Rev. P. J. Carrigan, Curate-in-charge of St. Columba's, Sheffield, diocese of Sheffield...

St George's College, Weybridge

Summer Term begins today. Speech day will be held on Sunday, May 18, with Mass at 11am and prizegiving at 2.30pm.

Imperial Cancer Research Fund

The forty-seventh annual meeting of the Governors of the Imperial Cancer Research Fund was held at Lincoln's Inn Fields, London, WC2, on April 15, 1986.

Plymouth College

Summer Term begins today at Plymouth College and N.J. Barton remains head of school. The opening of the CCF takes place on Thursday, May 22.

Luncheons

Patclub Limited The Directors of Patclub Limited were hosts at a luncheon given yesterday at the Berkeley Hotel, Wilton Place, London, SW1.

Cutlers Company

The annual surgical award dinner of the Cutlers Company was held last night at Cutlers' Hall when Mr. Denis Rawlinson, Master, presented the Cutlers' surgical prize for 1986 to Mr. Christopher Bulstrode.

South Africa Club

The Ambassador of South Africa, Sir Andrew Lownie, and Lady Lownie, presented at a dinner last night given by the South Africa Club at the Savoy Hotel.

Appointments

Latest appointments include: Judge A. Baker, Dr. A.J. Blowers, Mr. D.J.K. Coles, Major W.J. Hackett, PAJ, Viscountess Hanworth and Mr. J. Macfarlane.

Births, Marriages, Deaths and In Memoriam

BRIDES, MARRIAGES, DEATHS and IN MEMORIAM 64 a line + 15% VAT (minimum 1 line) Announcements accepted by the Times and permanent address of the sender may be sent to THE TIMES, PO BOX 484, Virginia Street, London E1.

BANDYCK On April 14th, 1986, peacefully but bravely, after a long illness, died at home, aged 82 years, Dorothy Bandyck nee Henshaw.

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BIRTHS ALDRIDGE - On 14th April 1986, at Westminster Hospital to Mrs. Margaret Aldridge and Mr. Michael, a son Alexander John.

ARRIETA - On 14th April 1986 to Kate and Paul, a son Ben. BATHURST - On 9th April 1986 to Queen Mary's Hospital, a daughter Nicola.

BIRNBY - On 14th April 1986 to a son Rupert Andrew James. BROUGHTON - On 14th April 1986 to a son and daughter, a son James Latham Clements.

BURTON - On 14th April 1986 to a son and daughter, a son James Latham Clements. BURTON - On 14th April 1986 to a son and daughter, a son James Latham Clements.

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Fortcoming marriages

Mr I.S. Balcombe and Miss A.J. Newman. The engagement is announced between Ian Sidney, son of Mrs Joyce Balcombe...

Mr A.S. Lowenthal and Miss B.M. Golden. The engagement is announced between Andrew, son of Mr and Mrs Lawrence Lowenthal...

Mr C.F.B. Coombs and Mrs S.M. London. The engagement is announced between Carey Coombs, of Bristol...

Mr G.K. Wood and Miss E.M. Bailey. The engagement is announced between Keith, only son of the late Mr Howard Wood...

Mr M.J. Silver and Miss C.L. Nery. The engagement is announced between Mark Jonathan, only son of Mr B.B. Silver...

Mr M.G. Jerram and Miss N.C.M. Wingfield. The engagement is announced between M.G. Jerram, only son of Major and Mrs G.F.J. Jerram...

Mr J.D. Robertson-McLennan and Miss E.A. Hooper. The engagement is announced between John Donald, youngest son of Lieutenant-Colonel J.R. Robertson-McLennan...

Mr P.R. Hooper and Miss E.A. Hooper. The engagement is announced between P.R. Hooper, only son of Mr and Mrs P.R. Hooper...

Mr J.D. Robertson-McLennan and Miss E.A. Hooper. The engagement is announced between John Donald, youngest son of Lieutenant-Colonel J.R. Robertson-McLennan...

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OBITUARY

VALENTIN KATAYEV Satirist who survived the Stalin era

Valentin Katayev, the Soviet novelist and playwright who managed to portray life in Russia without traversing the party line, has died, aged 89.

With a story of a brigade of concrete-mixers in Magnitogorsk who break all records for concrete-mixing, he pays his obligatory tribute to the needs of "socialist construction" in industry.

SIR JOHN CROOM

Sir John Croom, FRCP, FRCP, who was President of the Royal College of Physicians of Edinburgh from 1970-73 and a general physician of skill and repute, died on April 12, aged 76.

MR SECOR BROWNE

Mr Secor Browne, formerly Chairman of the United States Civil Aeronautics Board and a leading thinker on the organization of air transport, has died in Boston, United States, aged 69.

AIR VICE-MARSHAL HOWARD FORD

Air Vice-Marshal Howard Ford, CB, CBE, AFC, who has died aged 80, was an outstanding athlete who represented Britain in the decathlon at the 1928 Olympic Games at Amsterdam, as well as the Empire Games of 1930 and 1934 when he won gold medals.

MEMORIAL SERVICES

BREEN - There will be a Memorial Mass for Arthur Vivian Breen MBE MC Crox de Cuarte ave. Palma, held at the Church of St. John the Evangelist, 32 Kensington St, London SW2, on Saturday April 19th at 11 am.

Northern Ireland gallantry awards

The Ministry of Defence announces the following list of honours for operations in Northern Ireland.

He joined the RAF in 1930 and was to spend his entire professional life in the service. He saw active service throughout the war and was

Vertical text on the right margin, possibly containing additional obituary information or a sidebar.

April 17, 1986

# Britain needs a bigger break in showbusiness

**C**onferences and exhibitions make up a £1.6 billion-a-year British industry which is growing, is exciting in its exploitation of new technologies and techniques and which is promising more new jobs. But there is a debate at the heart of this comparative success about the industry's future pattern of development decisions that could be crucial may not be far away.

The debate has arisen essentially because of the different ways in which the industry has developed in Britain and the Continent, where public-sector influence has been stronger.

There has been a greater proclivity across the Channel to pour national or local funds into facilities which are seen as producing a pay-off for a whole community as conference and exhibition business is drawn to an area, bringing spending by delegates and others to shops, hotels, restaurants and entertainments.

This appears to explain some key factors. In 1983 in the United Kingdom, exhibitions generated business of around £526 million and conferences £655 million, according to British Tourist Authority analyses. The value of the conference market rose to £735 million in 1984. Spending on business tourism, mainly conferences and exhibitions, was put at £1.25 billion in 1983, rising to £1.6 billion in 1984.

Trade estimates suggest that growth continued last year. The latest study of exhibition trends nevertheless does not make too happy reading.

It is the work of Dr Fred Lawson of the University of Surrey with its high reputation in the leisure industry field, carried out under the aegis of the British Tourist Authority. Dr Lawson found West Germany has been attracting nearly eight times as many foreign exhibitors compared with British venues and five times the number of foreign visitors. In France there were four times as many foreign participants.

More exhibitions are held in Britain but they tend to be smaller than similar events in Europe. It reflects the different structure in Britain, according to Dr Lawson. The new Paris-Nord complex, with 1.2 billion square feet of exhibition space, is larger than the National Exhibition Centre in Birmingham.

There is substantial growth in the conference market, according to the BTA. There

### Investment in new facilities vital

was a 9 per cent growth in 1983 over the previous year and 1984 saw a 12 per cent increase.

The BTA believes there is a close correlation between the pattern of business arrivals in Britain and attendances at conferences. The BTA expects 3.28 million overseas business visits this year, an increase of nearly 40 per cent on the 2.36 million visits in 1982.

But the BTA in its latest analysis warns: "While the value of the conference market appears to have grown consistently Britain is facing

formidable competition in the international market place." International association meetings increased by a fifth from 1980 to 1984 but Britain's total remained static. The BTA says it leaves two challenges to the British industry. Investment in new facilities needs to be sustained, with refurbishing of existing venues - and promotion needs to be pressed home to the international decision-takers in the conference field. The BTA said: "The potential rewards have never been higher but the level of international competition has never been greater."

Even though London last year hosted the American Bar Association annual conference, probably the most fabulous money-spinner of them all, it hardly invalidates the point.

At any rate Britain this year has a new conference offering - the Queen Elizabeth II conference centre opposite Westminster Abbey and just behind Parliament Square. The £44 million development is a government venture so state needs make the first call on its facilities. But it is taking commercial bookings as well as a location which could hardly be bettered once delegates are there. Their hotels will on the whole be not quite as close as might be desirable but there is "no doubt it is a plum position."

Current investment in conference centres amounts to £105.4 million, according to the latest assessments of the English Tourist Board. That includes the Queen Elizabeth



The new Queen Elizabeth II conference centre: Built by the Government opposite Westminster Abbey and near Parliament Square

investment, still the largest single injection in the sector.

Local authorities are responsible for most of the other projects in this category, the main exception being the conversion of the Royal Agricultural Hall at Islington into a business design centre. European Regional Development Fund grants have played their part, with £2.1 million going to the Albion Theatre in Bradford, £2.4 million to G-Mex in the imaginative conversion of the Central Station at Manchester and £2.2 million to the Rosetor conference centre at Torquay.

A shortage of exhibition space in London is forecast for the next decade in London by Dr Lawson. By 1991 demand for space is projected to rise by a half above 1983 levels.

He would like to see another £47 million spent by 1991 on increasing capacity, which he believes would yield an 8 per cent net return on capital after three years. This increase in

capacity could be achieved, he considers, by options like the extension of facilities at Earls Court and Olympia or completely new centres either in Docklands or in the west of London close to the M25 and Heathrow airport.

Among the ideas being explored in the Docklands area are an arena and a domed facility, both large-scale.

Government and local authority support may be necessary to help create the sort of shop window in the capital which could compete on equal terms with the new facilities provided in mainland Europe, Dr Lawson points out. But the prizes could be attracting a number of major international expositions leading up to the end of this century, culminating in a Great Exhibition of 2001, which will be the 150th anniversary of the original Great Exhibition.

It might be argued that it could be a platform for dem-

onstrating British industrial renaissance and giving a boost to exports as the oil revenues wither. Dr Lawson's reckoning is that such a scale of development could bring an economic benefit overall to the capital of £70 million a

### London outperforms the whole sector

year by 1991. £138 million by 1996 and rising ultimately to £224 million a year.

He warns in the study: "There can be little doubt that the United Kingdom has fallen well behind other comparable European countries in developing its exhibition industry and that the economic loss to this country is considerable." Action is needed urgently, he maintains, because full implementation of any plans will take probably until at least the end of the present decade.

Not all those in the industry

are equally convinced that a massive expansion in London's facilities is the answer. A single big new centre could, they argue, simply hit Britain's other big single centre, the NEC in Birmingham.

At Earls Court and Olympia, part of the P & O group, there are plans to increase the Earls Court capacity by a quarter. The new Olympia 2 has raised capacity at this other site by 34 per cent, attracting 26 shows in its first year by providing facilities tailor-made for medium-sized events which otherwise have gone to hotels and other smaller venues.

A trend throughout the industry for running conferences in tandem with exhibitions has led to plans for a conference centre area at Olympia.

Tim Harris, chairman of Earls Court and Olympia, who says that the operation has been a contributor to group profits, said: "There is room

to add on further. We will do that when we know the demand is there." Meanwhile he remains sceptical of too fast a rush into pouring public money into providing vastly expanded facilities in London.

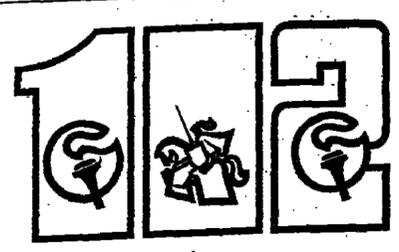
But he added: "The industry has been doing well overall and London has been outperforming the sector as a whole. We are still under a lot of pressure to put on more shows even though there has been a shake-out, for instance, in the high-technology show sector."

Exhibitors are looking for value for money which could mean a bright future for the fixed-stand concept, successfully exploited at Olympia, which is cheaper because it slashes time taken in erecting and dismantling entirely individual stands.

Derek Harris  
Industrial Editor

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# Conference time again?

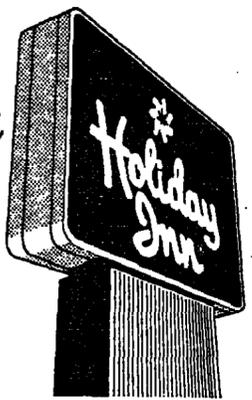


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# How the seaside takes the trade

Not every conference or exhibition organizer wants to go to London. The political parties, for instance, have found that the big seaside resorts can provide a pleasant environment as well as less expensive hotel accommodation for their annual autumn meetings.

Harrogate and more recently Birmingham, Glasgow and Manchester offer an attractive alternative with fewer transport costs for northern industrialists to exhibit their merchandise.

The Greater Manchester Exhibition and Events Centre which the Queen opened on March 21 is only one example of a spate of new regional centres which are competing for international as well as national events. Another is the Scottish Exhibition and Convention Centre which was also opened by the Queen last November.

Funding for the new Manchester complex is being shared equally by the public sector and the private sector but there are now hundreds of smaller venues funded by hotels and other wholly commercial operators throughout the UK.

Known as G-MEX, the new Manchester centre is an imaginative development which has transported the disused Victorian Central Station and its great single-span Train Hall into the high-technology era.

A big advantage for this centre is its location in the heart of the city, offering visitors access to offices, hotels, restaurants, night clubs and theatres within a few minutes' walk.

The new Manchester and Glasgow exhibition halls are looking for international as well as national events. This is one reason the Glasgow centre was particularly pleased to be able to announce almost on the eve of its grand opening that it had booked up the August 1987 meeting of CEDESCO (Le Comité Internationale d'Esthétique et de Cosmétique) against competition from Spain and Israel.

Two thousand international health and beauty experts are due to attend the three-day event and for any who have attended conferences in Scotland before, the new £36 million development represents



Inside Manchester's conference centre: Funded equally by public and private sectors

sents a great improvement on the old Kelvin Hall.

At Birmingham, where the National Exhibition Centre was one of the first of the new-generation regional venues to give London a run for its money, one response has been to pool resources and market the region as a whole. The other has been to initiate a second large-scale development to provide conference facilities which are associated with the existing exhibition space.

Construction starts this year on a £107 million complex, the Birmingham International Convention Centre, due to open in 1989.

### EEC investment for a new centre

The new centre is intended to complement the exhibition halls and will comprise three large convention rooms seating 1,500, 3,500 and 2,200, with several smaller halls and seminar rooms.

Meanwhile, a very active Birmingham Convention & Visitor Bureau formed in 1982 has been marketing a variety of other venues in a 2,000 square mile area, ranging from Stratford-upon-Avon to Coventry and Warwick under the banner of the Big Heart Of

England. The bureau co-ordinates bookings in 140 varied locations, including the cricket ground, the home of the Professional Golf Association, assorted hotels and public houses and Warwick Castle.

A big feather in its cap was the World Conference of the International Rotarians. They brought 22,453 members and wives to the area in 1984. Another important event won against international competition is the Round Table Convention scheduled for 1987.

Among other towns which have developed new facilities is Nottingham with its East Midlands Conference Centre. This is located two miles from the city centre and is next to the Nottingham University campus.

The seaside resorts have not allowed themselves to fall behind the new competition from the industrial centres. One of the most remarkable new developments has taken place at Scarborough which with English Tourist Board help raised a grant partly from the EEC and partly from private investors to redesign completely its old Spa Theatre.

Now it is a modern convention hall which has brought a great deal of investment, esti-

off the grudging postwar attitude to letting rooms to business delegates and injected a new purpose-built conference-exhibition centre into the heart of the town in 1977.

Brighton fortunately did not hit the same problems with delays, escalating costs and trouble with local ratepayers which blighted the development of Harrogate's International Conference and Exhibition Centre which was eventually opened by the Duke of Edinburgh in March 1982, five years late.

Nevertheless, the authorities are keen to stay in favour with ratepayers and try to split the bookings 50 per cent for conferences and trade events and 50 per cent for events which will be of interest to the townspeople.

A few years ago research showed that about a third of the £86 million a year which visitors spent in Brighton came from conference delegates. Probably an even larger proportion of the 8,000 local jobs which the study showed were supported by visitors came from the conferences and exhibitions trade.

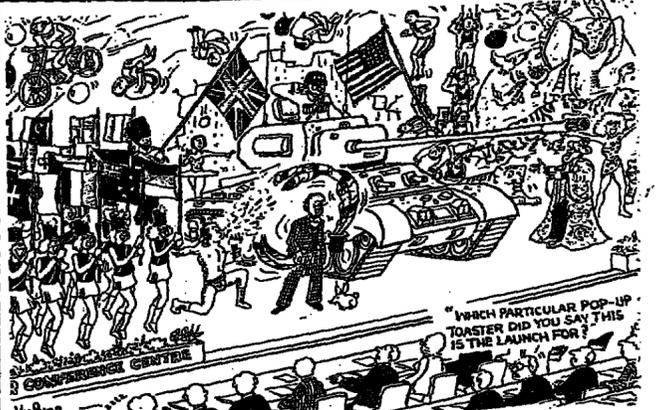
Most conference and exhibition delegates spend some time sightseeing and shopping during their stay. Brighton is lucky in having the Royal Pavilion to offer as an important tourist attraction. But its Lanes complex of antique shops, pubs and cafes also helps to woo foreigners.

Blackpool, which was Brighton's main competitor (until the arrival of the new Bournemouth centre) for the big political and trade union meetings has a less genteel image, smacking more of fish and chips than escargots. It too has benefited from transport developments, notably the opening in 1975 of the M55, which brings it within easy reach of anywhere in the country.

A new four-star hotel of 250 rooms, all with private bathrooms and 12 suites (one of them Shirley Bassey's favourite) has been added in the past few years. Another comparatively new development is a £10 million shopping mall right in the centre of the town.

In 1983 the magnificent illuminations which turn the seafront into an electric wonderland every autumn alone were estimated to have brought eight million people to the town - some of them on company business.

Patricia Tisdall



## The cabaret that sells

The conferences which companies organize to launch new products are very different from the lecture-style events run by trade associations, learned societies, political parties or trade unions. With music, coloured lights, dancing girls, fireworks and dry ice, they often resemble a cross between a fairground and a stage musical.

The frivolity, however, masks a serious business purpose. The aim is to attract the attention and above all impress key sales staff, dealers and customers.

Car makers used to hold pride of place in setting up lavish spectacles to launch their models to dealers. Increasingly, though, computer manufacturers, office equipment producers, airlines and even defence equipment makers are turning to razzmatazz to impress potential customers. Office equipment producers have a predilection for holding their events in the south of France, Monaco or a similar venue where sunshine, wine and gastronomy can enliven the facts and figures of a business presentation.

In terms of pure theatre, one of the most elaborate shows which a conference experts remember in the recent past was the launch of British Airways' new livery in late 1984. The presentation involved the construction of a 216-seat theatre with a moving auditorium inside an aircraft hanger at Heathrow airport.

The 40-minute "show" started with stereo sound and cloud scenes to give a space atmosphere. The audience was then "flown" to the next scene. The performance ended with flashing "runway" lights focusing at a single green light which suddenly turned into a smoke-filled laser wall. Gradually the "wall" disappeared to reveal the star performer - a Boeing 737 resplendent in the new livery.

The audience was then invited to inspect the airliner and also a sample of a new check-in desk, a first-class lounge area, a ticket office and vehicles. As one audience filed through the cabin of the aircraft, another was assembling to take its seats and "fly" through the show.

In this way, 10,000 people saw the presentation, which involved 30 tons of engineering equipment, 500 stage lights and five miles of cable.

Some events naturally lend themselves to show business. A convention of the International Brotherhood of Magicians with more than 1,000 delegates held at Eastbourne invited local residents to stop anyone wearing a badge and demand to see a new trick. Delegates as well as residents were thus treated to a champion escapologist freeing himself from a rocket 100ft

above ground while another magician wandered along the beach with a model "floating" on-air alongside.

Other functions need a little help from technology to grab the interest. One of the most difficult challenges which Standard Telephones and Cables ever tackled was in presenting the 1982-83 Faraday Lecture at the invitation of the Institution of Electrical Engineers.

The subject of the lecture which toured 15 towns and cities during seven months was the technology of optical communication, which uses laser light and tiny threads of glass to transfer information. The problem was how to make the "lecture" interesting. The answer which STC used was a theatre set which incorporated an elaborate lighting system, film, stereo sound and multiple slide projection.

It was conceived by Richard Pilbrow, one of the world's top lighting designers, written with the help of broadcaster

### Flexibility through satellite links

Brian Redhead and opened with the recorded voice of Ian Holm, the actor. Altogether the 50-minute presentation involved 1,400 slides and 2,900 cues for audio-visual material under the title of The Photon Connection.

In theory at least, technology can be developed to replace the necessity for conferences. Delegates can participate in meetings without leaving their offices through satellite-linked communications equipment. In practice, apart from experimental presentations, satellite links are rarely used.

One reason is the high cost of the equipment, especially

when advance booking of a satellite channel has to be accompanied with a large down payment.

Teleconferencing is, however, becoming popular as an aid to helping conferences become more flexible and more mobile rather than to replace them.

One company found it more effective to invite an audience to attend six different venues around the country than to bring them all to London. The separate audiences were linked by a microwave link allowed delegates to question a panel of experts from hundreds of miles away - and see the replies live.

A combination of a computer and video unit can be used to arrest the attention of passers-by and engage them in a "conversation" by asking questions and seeking responses. A keypad of 10 buttons at the front of the monitor below the screen is pre-controlled to provide a sequence of responses to the viewer. The machine can also record the responses for analysis at a later date.

An element of show business can sometimes be most successfully added outside the conference hall itself. Catering managers, given sufficient notices, can add their own "magic" touches - by reproducing the association's symbol and house colours in ice cream or its name in pastry rolls or pasta letters in soup.

At closing functions dry ice and fireworks can add considerably to the drama while the impact of comedians, singers and professional entertainers of all sorts can be increased by careful injection of tailored material - the names of corporate personnel, "in-house" jokes and the like.

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The masters of time and space log on

The biggest problem that a conference organizer faces is that of finding a venue for the event. Some search through one or more of the many directories. An increasing number, however, are turning to venue-finding agencies in their search for conference space.

The success of these agencies is the result of two factors. First, there is not an authoritative source that lists all the venues in the UK. The closest such a list is the Conference Blue Book published by Spectrum Communications, although Spectrum themselves do not claim that this is a complete list.

The use of venue-finding agencies is very attractive, particularly since their services are free to clients. Peter Rand Conference Placements claims to have been the first organization in this field, having been set up in 1973. Their method of working is now common throughout the industry.

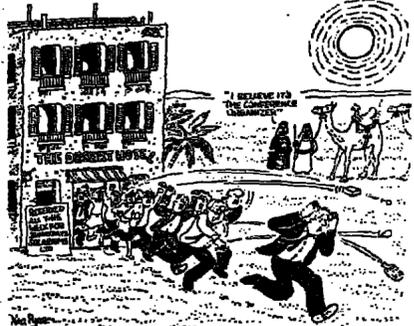
A client will contact the company, usually by telephone and explain what facilities are needed. The agency staff search their records and locate venues that meet the criteria, make provisional bookings and provide the client with information on recommended venues.

Once the client has chosen one, prices are negotiated and the booking is confirmed by the agency which then receives a commission from the venue. Over the last 11 years, the number of companies providing the service has grown and now there are between 30 and 40. Most rely on the experience of their staff along with collections of brochures for their information. One of the newest companies, however, has recognized that this type of information is ideal for computerization.

Twelve months after beginning to assemble data on computers, Conference Care became operational. The company claims that they can search more records more accurately by computer. By charging hotels for being included in the data bank, they are able to give clients a list of suitable venues, even if the booking is made by the client direct.

Venue-finding agencies tend to be viewed as a necessary evil by the hotel industry. As one hotel manager put it, "They do bring in business, although it's irritating when we have to pay commission for an event that we have always booked direct in the past."

Even so, the main hotel groups are creating their own



venue-finding services. The Trusthouse Forte Hotels group has recently extended its Meeting Point service, adding a computerized search. This is similar to that operated by Conference Care, although it covers only the 200 Meeting Point properties.

However, the most significant difference between Meeting Point and other venue finders is that the company has implemented a programme aimed at establishing what it describes as "consistent professional standards". This involves providing basic conference equipment and appointing a Meeting Point manager at each property.

In the past, organizers have tended to have to deal with the different departments of an hotel individually. Trusthouse Forte claims that its Meeting Point managers will provide a central contact who has executive authority.

This is an example of a company moving into venue-finding as an extension of its existing business. The same is true of some conference production companies. Though many of the clients of these organizations select their own venues, some expect the producers to recommend suitable meeting facilities.

ate a separate department that searches out venues for clients. Their operation is different from that of the specialist companies because they expect to organize the events that they place. In a similar way, Eaton Catering saw venue-finding as a logical diversification of its outside catering activities. Eaton's speciality lies in finding unusual venues for events and these are often the Livery Halls in London. Having placed an event in a venue such as that, the company would expect to be given the task of arranging the catering.

The range of companies that will find venues for conferences is, therefore, very wide. Yet other organizations will provide the same service, again, free of charge. These are the many convention bureaux, although they vary enormously in their ability to understand an organizer's needs.

Many of these bureaux publish guides to meeting facilities in their own territories and some of them are very comprehensive. The Hong Kong Tourist Association, for example, can provide a book which includes floor plans and dimensions of many of the meeting spaces in Hong Kong. The British Association of Conference Towns, the British Universities Accommodation

Consortium and the Higher Education Accommodation Consortium are also involved in venue-finding in these cases. They circulate a client's requirements to their members which reply direct to the client. So the range of information and advice available to a conference organizer is vast, with much of it being provided free of charge. The only real problem, then, lies in finding the sources that exist - but then, no one ever said that organizing conferences was easy.

Ken Clayton

Spectrum Communications (01-744-4444). British Association of Conference Towns (0892-33442). British Universities Accommodation Consortium (0602-504571). Conference Care (0234-327766). Peter Rand Conference Placements (0203-555383). Eaton Catering (01-729-5447). Commercial Presentations (01-741-8922). Meeting Point (HO) (0753-73268). Meeting Point (general queries, 01-567-3444). Hong Kong Tourist Association (01-830-4775).

Paris, which is London's main rival on the international conference and exhibitions circuit, is continuing to inject imaginative thinking as well as substantial investment into its facilities.

The most prominent of the new developments is the conversion of the La Villette cattle market and abattoir into a multi-purpose exhibition centre, a theatre and a National Museum of Science and Industry. Estimated cost of the new complex is 4,500 million FF (£590 million).

La Villette, however, is only one example of the enormous quantities of state and municipal funds which Continental centres have pumped into developing conference and exhibition facilities since World War II.

Unlike Britain, and particularly London, where most of the development has been commercially funded, the continental centres are considered symbols of civic and national pride.

A similar development is now under way in the Far East where a federation of countries have pooled resources in the Asian Association of Convention and Visitor Bureaux to market their venues on the international front. Formed in 1983, the Association represents Hong Kong, Indonesia, Korea, Malaysia, the Philippines, Singapore, Thailand, Osaka, Macao and China.

Each of these countries is investing vast sums in developing convention and exhibition facilities which will give the European centres a run for their money.

The end of 1986 should see the completion of the Raffles City Convention centre in Singapore, for instance, which will allow up to 5,000 people to meet, eat and sleep under one



Kuala Lumpur's Putra well-equipped roof. There are 57 hotels in Singapore with more than 18,000 rooms. By 1990, there will be 77 hotels with over 29,000 rooms.

In Hong Kong, an International Exhibition Centre is scheduled for completion in 1988. But even with its existing accommodation, Hong Kong attracted 462 international conferences and exhibitions in 1984 and hosted 70,000 conference delegates.

Kuala Lumpur, the capital of Malaysia, saw the opening last September of the vast and well-equipped Putra World Trade Centre which can accommodate up to 6,500 delegates. Adjoining it is a large outdoor exhibition area and a new 600-room Pan Pacific Hotel.

Thailand has also seen a big increase in its popularity as a conference destination. In 1975, the country hosted only 68 international meetings with 5,052 participants. By 1984, this had increased to 314 with 24,161 participants.

A new entrant in the market is Korea which is preparing to host the 1988 Olympic games and which this year will be the venue for the Asian games.

What does this state of new far eastern development mean for the European conference and exhibition industries?

For Britons, it represents a significant marketing opportunity to provide designers, equipment and expertise from a pool of flexible and highly entrepreneurial talent which

has developed during the last ten years or so. Because of the differences in source of funding and other characteristics British sounds, lighting, display stand and equipment trained in film and theatre tend to be both more mobile and more internationally minded than continental counterparts.

The continental centres however view the Far East development as threatening potential loss of business.

Paris in particular which already claims to have the largest number of conference seats of any city in the world - it has nearly 100,000 in purpose-built centres, hotels, universities, hospitals and museums, has responded with an extensive programme of new building and refurbishment.

Another new development in addition to La Villette, is Informa, a permanent exhibition of communications media located in the futuristic La Defense business district.

The centre, which is expected to be operational within the next five years, is planned to incorporate a huge white marble arch designed to complement the Arc de Triomphe. It will also include a 1,200-seat conference centre and 10,000 square metres of exhibition space.

Additionally, the Louvre Museum, close to the traditional shopping heart of Paris, is being greatly extended to

How the big overseas venues keep an edge on the UK's

double in capacity by 1987 as the Ministry of Finance moves out of the building. It will then become the largest museum in the world and there is a possibility of a new convention centre and associated exhibition space there.

All this is extra to the prestige, purpose-built Palais des Congrès at Porte Maitot, also in the centre of the city. This imposing building, opened in the mid 1970s, incorporates 19 meeting rooms, 50 offices and extensive additional suites. The main auditorium has 3,650 seats with simultaneous translation in six languages. Imposing facilities and

ring disruption from political instability. Paris's biggest plus is its romantic sophisticated image but Switzerland ranks highly on the security stakes and it is not surprising that Geneva should rank third after London and Paris on the international league table of events.

For conferences Geneva has an International Conference Centre and for large exhibitions the city built the Palexpo centre opened in 1982 located within a mile of the airport and less than 15 minutes' drive from the city centre.

Switzerland however is a small country and it is perfectly easy for a delegate attending, say an exhibition at Basle to drive to Zurich, the financial heart where conference facilities are also being expanded, and then on to Geneva all in the same business trip.

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THE ARTS

Television
Nervous mystery

Had motor neurone disease not found a famous victim in David Niven, it would probably have remained an obscure condition about which doctors could tell patients nothing except that they were slowly going to die.

The documentary was narrated by the actress Sally Miles, who is herself affected by the disease. "How do you feel inside, watching your body disintegrate?" she asked a fellow sufferer. "Fascinated", he replied. Three of the people interviewed in this programme had died before it was screened, one after suffering from the disease for 18 years.

The human aspect of motor neurone disease, the feelings of anger, bitterness and fear which sufferers express and the practical problems of physical degeneration, were the programme's main focus.

Celia Brayfield



Sixty years after the almost Wagnerian folly of the old Shakespeare Memorial Theatre at Stratford was destroyed by fire (right), its shell next week opens up into the new house which has long been a dream of the RSC's chief executive and joint artistic director Trevor Nunn (left). John Higgins reports

Phoenix into Swan in the new theatre of audience contact

New theatres are rare enough birds, and in the state-subsidized section they are in the endangered-species category. But on Saturday week the Royal Shakespeare Company in Stratford will open the doors of a new house, the Swan, with previews of The Two Noble Kinsmen.

The Swan is within the same building as the main auditorium, downstream on the side of the Avon, and occupying the shell of what was the old Memorial Theatre before it was consumed by flames more than half a century ago.

The shape of the Swan has to a large extent been dictated by the shell into which it must fit. It is a vertical house, seating 400, most of whom are on ground-level just below the stage they surround on three sides.

The aim, which became clearer as the planning progressed, is to press the audience as close as possible to the playing area. Yet it is not, the architect, Michael Reardon, insists, a second Other Place. "Nor is it a traditional thrust stage. It is even less an imitation Jacobean theatre. Rather I see it as a house where the carpenter has created the world in which the action takes place."

rehearsal room immediately below the roof, came from the ducal palaces of the Veneto and the Po Valley, notably those of Sabioneta and Parma. There is also one influence from rather nearer home, which happens to be the theatre of Christ's Hospital, near Horsham, which Trevor Nunn visited with one of the RSC's touring companies.

Nunn, who is most likely to be found over the next few days in studios adjoining a Cricklewood duck-pond rehearsing the musical Chess, enthuses about the intimacy of the Swan. "It should contain the adrenalin you get when a relatively large number of people are in direct contact both with the actor and with one another. It will be a theatre where the dramatic effects are achieved by the actor, who should be able to engage the whole audience with the flicker of an eyebrow. It can never be a theatre of illusion."

mentioning that some of the plays we're doing contain information about the location in the spoken text, as was often the habit in the Jacobean theatre. Our style, which will have to be guided by the experience of this opening season, will probably turn out to be anti-baroque."

"I agree that Liaisons is the best small-theatre production the RSC has ever done. But I think the Swan will achieve its effects by quite different means. In Liaisons the audience were drawn into the same room as the actors and turned into voyeurs. In the Swan the actors will have to be much more demonstrative and the audience will have to be participants."

Almost from the start Trevor Nunn has been determined to use the Swan for what have been dubbed "contextual plays", works which might have influenced Shakespeare or been influenced by him, as well as the dramas, such as The Two Noble Kinsmen, which form part of the Shakespearean apocrypha. But this could bring the danger of the Swan turning into a house for the second best, Nunn denies this vehemently and reckons that the danger would have been much greater had the Swan been used for non-box-office Shakespeare.

"When we first thought about the Swan I considered putting Shakespeare into it. I've long had a hunch, for which I have no evidence, that he wrote certain plays for small theatres because of the attention needed for the complexity of both plot and language. I'm thinking for instance of Timon, Measure for Measure, All's Well. Indeed there was a time when I wanted to open the Swan with All's Well and had persuaded Dame Peggy Ashcroft to appear in it. But I didn't want to create two divisions of Shakespeare."

stance has discovered on going back to Ben Jonson's Every Man in His Humour that, despite the title, it gives the lie to the donnee that Jonson wrote about humours and not about people. I found out that Heywood's The Fair Maid of the West, which I'm directing, is an indicator of what entertained Elizabethan audiences: it's stiff with right-wing propaganda, but it has journalistic energy and theatrical exaggeration."

"That's this season. Next year we might experiment: a familiar play performed in Shakespearean dialect as we assume it to have been; something like Twelfth Night performed with boys in the female roles to see how the disguises really work. Those could be the ways of introducing Shakespeare proper into the Swan. We might double up with the main house by staging a drama with a Shakespeare theme: The Spanish Tragedy with Hamlet perhaps."

Concerts
Arditti Quartet
Elizabeth Hall

Here was an unexpected bonus to London's musical scene. Due to the late cancellation of an entire series of concerts, the Arditti Quartet found themselves filling one of the dates at fairly short notice with Elliott Carter's three String Quartets.

wonderfully exhilarating evening's music-making, the Arditti Quartet delivering all three works with amazing stamina, deftness and precision, making it clear that on some level at least Carter's music is not complex at all - just particularly beautifully composed.

The Second Quartet is basically in four-movement form, each movement dominated in turn by one of the instruments and all four being linked by cadenzas and framed by an introduction and coda: each instrument also has its own specially characterized kind of music. The argument which results is spellbindingly inventive within faultlessly clear outlines. The Third Quartet extrapolates from these ideas, actually splitting the four players into two separate pairs, one playing in strict time and the other freely.

alone in the second half, its magnificent 40-minute structure distantly recalling Beethoven, as did the sheer craginess of such passages as the introductory cello solo, powerfully executed here by Rohan de Saram. Memory lingers over the slow movement, a superbly sustained dialogue between trenchant, sombre viola and cello and serene muted violins floating above, hauntingly conveying a sense of the great spaces between.

Malcolm Hayes
Partridge/Bate
Wigmore Hall
Stephan Lochner's painting The Madonna in the Rose Bower, which stands in Cologne Cathedral, provided the poet Heinrich Heine, and

Theatre
Horror and fun in generous measure

The Gambler
Hampstead

The joint work of Mel Smith, Bob Goody and the composer Peter Brewis, this is a small but immensely accomplished musical that takes place in a theatrical no man's land bounded by the Faust legend, Victorian melodrama and the actuality routines of alternative comedy. From whatever angle you approach the show, it is a relentlessly teasing experience; not least that in following the risible career of a compulsive punter it may be delivering a hell-fire warning against the gambling life.



Bob Goody (left) with Paul Brown, Mel Smith and Philip Davis as the heavies

The story centres on one Lionel Turner, a failing dealer in furs and leather ("You name an animal and I can get hold of its skin") who comes under pressure from the heavy mob who set him up in business. Fleeing from his troubles for a day at the races, he makes the acquaintance of an arch-punter, Alex, who shows Lionel how to back winners.

There is absolutely nothing to be said in Lionel's favour. He leaves his mistress stewing in the Jug all afternoon, he lies against him he spends the money for his daughter's birthday-present on a last bet. With every fresh greedy move, you expect him to crash in flames. Unlike old-fashioned melodrama, however, the plot follows the "rise and rise" formula.

Shadowed everywhere by the Mephistophelian Alex, Lionel bets on the number of ice-cubes in his glass, the colour of his tie (shades of Sky Masterton), the number of drinkers in a bar - winning every time, and rising to his zenith on a stage carpeted in £100 notes: a climax that prompts Mr Brewis to an hilariously derisive parody of "My Way". Even at the end, when he is contemptuously invited to risk his entire winnings on the flip of a coin, the lights fade out before we discover whether it is heads or tails.

Thanks to the production style this fable switches between menace, farce, long-shot and close-up with a vigour and speed that force you continually to readjust your viewpoint.

The show opens with Mr Smith, and his merry men inviting the audience to have a flutter and handing out fivers to the winners. Then, with discreetly cool accompaniment from Mr Brewis (keyboard) and his band, we move into a marvellous panoramic view of the racecourse: grotesque punters, touts, tic-tac men, a quartet of bosomy barmaids - all played with hair-trigger timing by Smith, Goody, Philip Davis and Paul Bown. When Mr Bown, as the girlfriend, happens to sink to his knees, this is a pretext for instantaneously transforming him into an Irish jockey.

Music, meanwhile, supplies an icy antiseptic commentary to the action, and sometimes leads the way, as where Mr Brewis plunges with gusto into music-hall pastiche, or coaxes three dark-spectacled heavies into an elegant sarabande, with knee-jerk interpolations.

Of the two main performances, Mr Smith is quite as powerful playing straight as Lionel's unforgiving wife as in clowning; while Mr Goody's Lionel (inescapably reminiscent of the young Bob Grant) arouses horror and delicious laughter in equal proportions.

Irving Wardle

Could you seriously employ this man?

Advertisement for The Corps of Commissioners. Features a man in a suit and text describing their employment services for various professions like police, fire, and transport.

Contrariwise, Monteverdi's response to the Queen of Heaven has rather more of eros than caritas about it. Again, Jan Partridge's benign English tenor, however musically intelligent, could only dare a perky sprightliness when confronted with those rapid, panting exhalations of ardour in the Salve Regina's "O clemens, o pia, o dulcis".

The low point of the evening was the sub-Messianic religiosity of Louis Vierne's Les Angelus (though it was good to give the little triptych an airing), and the Four Biblical Songs of Dvorak, a sort of salon Elipha which even Partridge's obvious enthusiasm and artistry could not redeem. The high point, once again, was the Dichterliche low on trauma, perhaps, but high on a most delicately controlled sense of dream, and, from word and line to stanza and cycle, quite beautifully proportioned.

Hilary Finch

the Best Kept Secret is MOTOR NEURONE DISEASE. Funds are desperately needed for care and research. Donations to Sir Anthony Quayle Motor Neurone Disease Assoc., 51 Derrigate, Northampton, NN1

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Advertisement for the musical 'The Bartered Bride' featuring English National Opera. Includes showtimes and contact information.

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# ABBEY NATIONAL

Full copies of the Annual Report and Speech are available from: The Secretary, Abbey National Building Society, Abbey House, Baker Street, London NW1 6XL.

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# West Midlands police to get plastic bullets

Police in the West Midlands are to be allowed to stock plastic bullets for the first time after the police authority decided yesterday to overturn a long-standing ban imposed by Labour councillors.

Mr Geoffrey Dear, the Chief Constable, said that a squad of about 15 rifle marksmen would start training almost immediately.

He was speaking after the new West Midlands Police Authority voted by 19 to 10 to allow the force to stock plastic "baton" rounds. The authority replaced the Labour-dominated police committee which had withheld permission for the police to buy plastic bullets and which was abolished along with the West Midlands County Council.

Magistrates, whose vote was crucial at yesterday's meeting in Birmingham, voted with Conservatives, who like Labour, have 13 seats on the new authority.

Councillor Neville Bosworth, the Conservative chairman of the authority, said it was time to look again at Mr Dear's request for plastic bullets after the Handsworth riots, when two Asians died in a blazing post office, scores of policemen and civilians were injured and more than 40 properties were destroyed.

Labour councillors at the meeting warned that the use of plastic bullets could destroy

relations between the police and the community in inner city areas and said 13 people died after being hit by baton rounds in Northern Ireland, including several children and a Protestant man who died this week.

Mr Dear sought to calm their fears: "I do not think as a society we can continue without that sort of weapon being available as a last resort. Most people would applaud it if we could manage to get a riot under control."

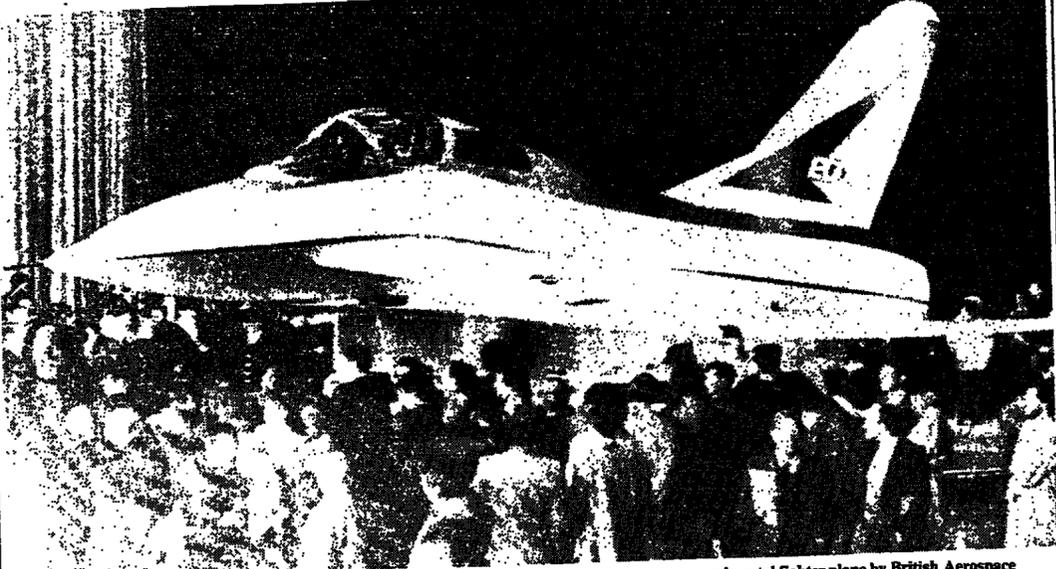
He said those who criticized would not address the issue of what else could be done during a riot when lives and property were at risk.

He accepted that the use of plastic bullets could have a "tratchet effect" of stepping up the level of violence directed at the police during public disorder - but they were still needed as a weapon of last resort.

He envisaged that in circumstances where they might be used, such as in a Handsworth situation, only four highly trained officers would fire the weapon and dismissed fears that 20 or 30 officers would be strung across a road firing plastic bullets in volleys.

He said: "I do not like the thought of this. I have a heavy heart over it and I hope they will never be used, but I cannot guarantee we can overcome a riot unless we have this equipment as a last resort."

# Britain's fighter plane of the future



The shape of things to come: visitors in Warton yesterday at the unveiling of the £180 million experimental fighter plane by British Aerospace

From amid a pall of artificial smoke, intended to look like cloud, and with red and green laser beams playing on the scene, the most advanced fighter aircraft built in Britain was yesterday unveiled for the first time (Rodney Cowton writes).

Mr George Younger, Secretary of State for Defence, had gone to the British Aerospace plant at Warton, near Preston, Lancs, for what should have been the first ceremonial rolling-out of the aircraft from its hangar, but it was raining and the ceremonies remained indoors.

It will make its maiden flight late next month. It is expected that in flight the aircraft will have more acceleration, and manoeuvre better, than any current combat aircraft. But however well it performs, and despite the £180 million already spent, it is the only aircraft of its type that will be built.

It is a purely experimental aircraft, designed to try out new technologies which could be incorporated in future fighters, in particular the £20 billion programme to build a new European Fighter Aircraft, in which Britain, West Germany, Italy and Spain are co-operating.

The project is known as the Experimental Aircraft Programme, and the aircraft is generally referred to by its initials, EAP.

It is claimed that the aircraft will reach high supersonic speeds about 30 per cent faster than present fighters.

It also incorporates the use of new materials, and new ways of forming the wing, and a cockpit with multi-colour television-style displays.

Seventy per cent of the work on the airframe was carried out by British Aerospace, and about 22 per cent in Italy. Of the internal equipment, nearly two-thirds is British, just under one-third German, and the remainder Italian.

Mr Younger insisted yesterday that the EAP was not to be seen as a prototype for the European Fighter Aircraft, which is intended to be in service by 1995, but he expected that the knowledge gained in its design, construction and operation would make a significant contribution.

Sir Raymond Lygo, chief executive of British Aerospace, said it was the first fighter to be produced from the drawing board to completion in a British factory for 30 years.

# 8 arrests in Mafia inquiry by Yard

By Stewart Tendler  
Crime Reporter

Eight people were arrested yesterday in raids in London and Bristol by detectives trying to uncover a network of companies and bank accounts used by Mafia figures in the United States and by British criminals to launder money.

In Florida, Scotland Yard officers have been working with staff of a Miami task force formed by the US Department of Justice and aimed at organized crime. Material provided by a British informant, taken by police in Florida, was yesterday being assessed by American agents.

The informant has worked undercover for the Americans and is believed to have revealed vital information.

At times the informant, released on bail by an Isle of Man court while facing a charge of handling stolen money, has risked his life in the operation, which was completed two days ago.

In Britain yesterday two women and six men were held at nine addresses by officers from the Yard task force set up earlier this year to examine the movement of criminal assets.

Yard officers are also working in the Isle of Man, Florida, Spain and the British Virgin Islands in an operation which could reveal conduits for millions of dollars from Mafia drug syndicates.

The investigation into the network began with attempts to track down money from the £26 million Brink-Mat gold robbery in 1983, and this took on an American dimension.

British police, tracking a suspected Mafia assassin on the run in Britain last year, were led to the informant and an American suspect in Miami.

## Beckett going

Sir Terence Beckett, director-general of the Confederation of British Industry for the past six years, is to retire at the end of the year.

# Thatcher wins support for policy on Libya

Continued from page 1 countries and that in Africa alone there was intelligence of preparations for attacks on American facilities in no less than 10 countries.

She went on: "The case for military action under the inherent right of self defence to deter planned Libyan terrorist attacks against American targets was raised."

She was careful to protect the integrity of secret intelligence, as she went on to outline Libya's involvement in the Berlin bombing of April 5 and reminded the House of the murder of WPC Fletcher.

She also spoke of the discovery of Libyan arms as part of an IRA cache in the Republic of Ireland last January.

Mrs Thatcher told the House that the decision to give permission had not been easy and she added: "It has been suggested that, as a result

of further Libyan terrorism, the United States might feel constrained to act again. I earnestly hope that such a contingency will not arise."

Nevertheless, she said, the United States was Britain's greatest ally.

Mrs Thatcher concluded, to strong Conservative backbench cheers, by saying that terrorism thrived on apathy, and that political action had failed and the time had come for action.

Mr David Steel, the Liberal leader, said he feared that the action would boost Gaddafi and help breed fanaticism.

Mr Callaghan agreed with Mr Heath that it was the duty of the Prime Minister to consider British interests and if he had been in the same position he would have rejected a formal approach for the use of British-based aircraft.

Parliament, page 4

# Joseph agrees to talks on funds for new exam

By Lucy Hodges, Education Correspondent

Sir Keith Joseph, Secretary of State for Education and Science, agreed yesterday to have further talks with the National Union of Teachers about the funding and planning of the new GCSE examination which is due to begin in the autumn.

His decision was described by Mr Doug McAvoy, deputy general secretary of the NUT, as "a very significant development".

NUT members are expected to teach normally for the GCSE courses this autumn if Sir Keith is able to offer extra money for the new examination in the next few months.

Mr McAvoy denied that the union was backing down on its conference policy of non-cooperation over the new examination. "We cannot achieve adequate planning and funding, as our annual conference decided, sitting in our own tents."

## Today's events

- Royal engagements**
- Queen Elizabeth The Queen Mother visits Springfields, Spalding, 3.30.
  - The Prince and Princess of Wales attend a lunch with the Ambassador of Japan and Madam Yamazaki, the Japanese Embassy, 23 Kensington Palace Gardens, W8, 12.45, and later attend a dinner given by the Canadian High Commissioner and Mrs McMurtry, 3 Grosvenor Sq, W1, 8.
- New exhibitions**
- Ted Roberts: The English Landscape, Municipal and Art Gallery, Civic Centre, Mount Pleasant, Taunbridge Wells; Mon to Fri 10 to 5.30, Sat 9.30 to 5 (ends April 30).
  - Introducing Sam Rabin: Salford City Art Gallery; Mon to Sat 10 to 5.50 (ends May 25).
  - Twentieth century British pots: The Hampstead Museum, Burgh House, New End Sq, NW3; Wed to Sun 12 to 5 (ends May 26).
  - Figure and landscape: seven British artists: Edward Totah Gallery, First Floor, 13 Old Burlington St, W1; Mon 2 to 6, Tues to Fri 11 to 6, Sat 10.30 to 1 (ends May 10).
  - Embroidery by Yoshie Ueki; Foyles Art Gallery, 113-119 Charing Cross Rd, WC2; Mon to Sat 10 to 6 (ends May 14).
  - Drawings and collages by Friedrich Vordemberg; Guildenart, Annelly Juda Fine Art, (ends July 5); Sculpture and drawings by David Nash; Juda Rowan Gallery (ends May 24); 11 Tottenham Mews, W1; Mon to Fri 10 to 6, Sat 10 to 1, 11 (ends May 11).
  - Modern British Masters and Imprints: Boundary Gallery, 98 Boundary Rd, NW8; Tues to Sat 11 to 6 (ends May 10).

## Music

- Recital by Linda Stocks (cello) and Stephen Topping (piano): St George's, Hanover Sq, W1, 1.10.
- Piano recital by Margaret Lion: St Olave, Hart St, EC1, 1.05.
- Piano recital by Andrew Dunscombe: St James's, Piccadilly, 1.10.
- Recital by Andrew Knights (oboe) and Jane Dodd (piano): Wigmore Hall, 30 Wigmore St, W1, 7.30.
- Guitar recital: Lauderdale House, Waterloo Park, N6, 8.
- Organ recital by Andrew Wilson: St Bartholomew-the-Great, EC1, 1.10.
- Recital by David Davies (flute) and Peter Sievwright (piano): 1.15.
- Concert by the Edinburgh Quartet with Kenneth Leighton (piano): 7.30.
- The Concert Hall, Glasgow University.
- Concert by the English String Orchestra: Worcester Cathedral, 7.30.
- Concert by the Arts Choral Society: Queen's Hall, Newtownards, Northern Ireland, 7.45.
- Concert by the Bournemouth Symphonietta: Pavilion Theatre, Westbourne, 7.30.
- Concert by the Halle Orchestra: Manchester Free Trade Hall, 7.30.
- Concert by the City of London Sinfonia: St David's Hall, Cardiff, 7.30.

## Roads

- London and South-east M1: One northbound lane closed from junction 15 (Dover) to junction 16 (Northampton). M2: Contrail between junction 15 (Dover) and junction 16 (Northampton). M3: Contrail between junction 15 (Dover) and junction 16 (Northampton). M4: Contrail between junction 15 (Dover) and junction 16 (Northampton).
- West: Contrail between junction 31 (Preston) and junction 32 (M65). Various lane closures between junction 22 and junction 33 (Lancaster South). M55: Junction 5 (B2413) closed.

## Britons in Libya

The Foreign Office has set up a special round the clock unit to answer inquiries concerning British nationals still in Libya. The telephone number is 01-233 5619.

## Anniversaries

Births: Edward Gibbon, London, 1737; Constantine Cavafis, poet, Alexandria, Egypt, 1863; Sir Leonard Woolley, archaeologist, discoverer of Ur, London, 1880; Thornton Wilder, novelist and dramatist, Madison, Wisconsin, 1897.

Benjamin Franklin, printer, author, scientist and diplomat, died at Philadelphia, 1740.

"Bay of Pigs" attempted invasion of Cuba, 1961.

## Parliament today

Commons (12.30): Debate on Alliance motion on education. Debate on SNP and Plaid Cymru motion on regional policy.

Lords (3): Education Bill, committee, third day.

# Portfolio Gold

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You must have your card with you when you telephone.

If you are unable to telephone someone else can claim on your behalf but they must have your card and call The Times Portfolio claims line between the stipulated times.

No responsibility can be accepted for failure to contact the claims office for any reason within the stated hours.

The above instructions are applicable to both daily and weekly dividend claims.

# Weather forecast

A depression over S England will remain slow moving and fill a little.

6 am to midnight

London, SE, central S, E, NW, central N England, East Angles, Midlands, Lake and high ground: fog patches, sunny or clear intervals, heavy showers with hail and thunder in places; wind NE, fresh or moderate; max temp 9C (48F).

Scottish Islands, SW England, Wales, and Snowdonia: fog patches, heavy showers and snow on hills; wind N or NW, fresh or strong; max temp 7C (45F).

NE England: Early mist or fog patches; sunny or clear intervals, heavy showers with hail and thunder in places; wind NE, moderate to strong; max temp 9C (48F).

Borders, Edinburgh, Dumfries, Aberdeen, Glasgow, Perth, Dundee, Newcastle, Highlands, Moray Fife: Cloudy with rain and snow; wind NE, fresh or strong; max temp 8C (46F).

SE, NW Scotland, Angle, Orkney, Shetland, Northern Ireland: Sunny with rain and snow; wind NE, fresh or strong; moderate or strong; max temp 7C (45F).

Outlook for tomorrow and Saturday: Uncertain but either rain or showers with rain or showers and also some sunny intervals.

Sun (Rise): 6.02 am  
Sun (Set): 8.00 pm  
Moon (Rise): 3.40 am  
Moon (Set): 10.49 am  
First quarter 11.30 am

## Lighting-up time

London 8.30 pm to 5.30 am  
Birmingham 8.40 pm to 5.30 am  
Edinburgh 8.50 pm to 5.30 am  
Cardiff 9.00 pm to 5.30 am  
Penzance 8.49 pm to 5.54 am

## Yesterday

Temperature at midday yesterday: C, cloud, 1, fair, r, rain, s, sun.

Belfast	C	57	G	64
Birmingham	C	63	I	57
Blackpool	C	64	I	57
Bristol	C	64	L	74
Cardiff	C	64	I	57
Canterbury	C	64	I	57
Glasgow	C	43	W	74
London	C	64	I	57
Manchester	C	64	I	57
Newcastle	C	64	I	57
Nottingham	C	64	I	57
Sheffield	C	64	I	57
Southampton	C	64	I	57
Stirling	C	64	I	57
Swansea	C	64	I	57
Torquay	C	64	I	57
Wolverhampton	C	64	I	57
Wrexham	C	64	I	57
York	C	64	I	57

## The pound

Australia \$	2.29	2.27
Canada \$	2.15	2.15
Denmark kr	12.35	12.35
France F	6.55	6.55
Germany DM	3.54	3.54
Italy Lira	1,936	1,936
Japan Yen	163.00	163.00
Netherlands Gld	11.15	11.15
Spain Ptas	166.64	166.64
Switzerland Sfr	2.20	2.20
US \$	1.56	1.56
West Germany DM	3.54	3.54

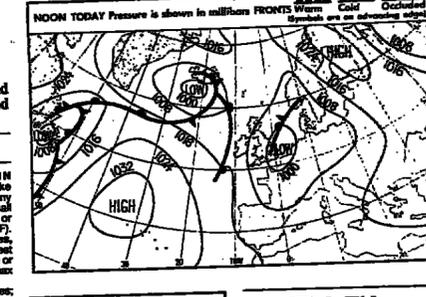
Notes for small denomination bank notes only as supplied by Barclays Bank PLC.

Retail Price Index: 381.1  
London: The FT index closed up 8.6 at 1375.4.

## Tower Bridge

Tower Bridge will be closed today at 8.15 am and open at 8.40 am.

OTHER NEWSPAPERS LIMITED.  
Printed by London Post Printing Co. Ltd., London.  
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Distributed as a newspaper at the Post Office.



NOON TODAY Pressure is shown in millibars. Fronts are on a dashed line. Symbols are on a standard grid.

Area	Pressure	Wind	Cloud
London	1012	SE 12	2-4
Birmingham	1013	E 10	3-5
Cardiff	1014	SE 10	2-3
Edinburgh	1015	SE 10	3-5
Glasgow	1016	SE 10	3-5
Newcastle	1017	SE 10	3-5
Sheffield	1018	SE 10	3-5
Wolverhampton	1019	SE 10	3-5
Wrexham	1020	SE 10	3-5
York	1021	SE 10	3-5

High Tides

Area	Time	Height
London Bridge	7.32	5.9
Aberdeen	7.07	3.2
Aberystwyth	5.09	2.8
Cardiff	11.10	4.0
Cardiff Bay	11.10	4.0
Cardiff Bay	11.10	4.0
Cardiff Bay	11.10	4.0
Cardiff Bay	11.10	4.0
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Around Britain

Area	Time	Height
Scarborough	7.07	3.2
Swansea	7.07	3.2
Wolverhampton	7.07	3.2
Wrexham	7.07	3.2
York	7.07	3.2

ENGLAND AND WALES

London	3.2	2.7	9	48	thunder
Sheffield	3.2	2.7	9	48	thunder
Cardiff	3.2	2.7	9	48	thunder
Edinburgh	3.2	2.7	9	48	thunder
Glasgow	3.2	2.7	9	48	thunder
Newcastle	3.2	2.7	9	48	thunder
Sheffield	3.2	2.7	9	48	thunder
Wolverhampton	3.2	2.7	9	48	thunder
Wrexham	3.2	2.7	9	48	thunder
York	3.2	2.7	9	48	thunder

SCOTLAND

Aberdeen	0.9	5.4	37	st
Aberystwyth	0.9	5.4	37	st
Cardiff	0.9	5.4	37	st
Edinburgh	0.9	5.4	37	st
Glasgow	0.9	5.4	37	st
Newcastle	0.9	5.4	37	st
Sheffield	0.9	5.4	37	st
Wolverhampton	0.9	5.4	37	st
Wrexham	0.9	5.4	37	st
York	0.9	5.4	37	st

ABROAD

Algeria	17	63	C	17	63	R	17	63	R	17	63	R
Alexandria	17	63	C	17	63	R	17	63	R	17	63	R
Bombay	17	63	C	17	63	R	17	63	R	17	63	R
Calcutta	17	63	C	17	63	R	17	63	R	17	63	R
Delhi	17	63	C	17	63	R	17	63	R	17	63	R
London	17	63	C	17	63	R	17	63	R	17	63	R
Madras	17	63	C	17	63	R	17	63	R	17	63	R
Mumbai	17	63	C	17	63	R	17	63	R	17	63	R
New York	17	63	C	17	63	R	17	63	R	17	63	R
Paris	17	63	C	17	63	R	17	63	R	17	63	R
Rome	17	63	C	17	63	R	17	63	R	17	63	R
San Francisco	17	63	C	17	63	R	17	63	R	17	63	R
Stockholm</												

FINANCE AND INDUSTRY

STOCK MARKET

FT 30 Share 1379.4 (+8.6) FT-SE 100 1662.0 (+7.2) USM (Datastream) n/a

THE POUND

US Dollar 1.5030 (+0.0230) W German mark 3.3833 (-0.0422) Trade-weighted 76.4 (+0.2)

CBI chief to retire

Sir Terence Beckett, the director-general of the Confederation of British Industry, is to retire at the end of the year after more than six years in the job.

Sir Terence, aged 63, said yesterday he had stayed on longer than he intended but wanted to remain at the post until the end of the industry year.

Margulies in buyout talks

Mr Ephraim Margulies, chairman of S&W Berisford, for which Hillside Holdings has announced a £430 million bid, has held informal talks with Hillside and its potential rival, Tate & Lyle.

Etam up 37%

Etam, the women's clothes retailer, made pretax profits, excluding property profits, of £11.8 million in the year to February 1.

NEI payout

Northern Engineering Industries lifted pretax profits from £40.1 million to £40.5 million for the year to December 31.

RMC decline

RMC, Britain's largest ready-mixed concrete company, saw profits fall from £81.3 million to £79.7 million before tax in the year to December 31.

No referrals

The acquisitions by Bache Group of Clive Discount Holdings and the acquisition by King and Shaxson of Smith St Aubyn (Holdings) are not being referred to the Monopolies and Mergers Commission.

Venture plan

Talks are taking place between NMW Computers and Ipac, a financial communications company, to establish a jointly owned company to continue the development and marketing of NMW's range of microprocessor products.

Gold chance

French citizens are to be allowed again to buy and sell gold anonymously. Business has been slack on the Paris gold market since 1981 when the Socialist government removed the right to conduct gold transactions secretly.

Rise in unemployment biggest for four years

The Government suffered an economic blow yesterday, with the announcement of the biggest monthly rise in unemployment for four years. The jobsless trend, having flattened last autumn, is now markedly upward once more.

Although the unadjusted unemployment total fell last month by 12,924 to 3,323,776, the more important seasonally adjusted adult total rose by 36,800 to 3,198,000.

PSBR lower by £1bn

The public sector borrowing requirement stood at £3 billion last month, bringing the total for the 1985-86 financial year to £5.9 billion, nearly £1 billion lower than was estimated at the time of the Budget.

Maxwell sells stake in Extel

Mr Robert Maxwell, the Mirror group publisher, made his long awaited move in the £170 million battle for Extel, the information group, yesterday when he sold his crucial 11.7 per cent block of shares to the bidders, the Demerger Corporation, and joined its board as a non-executive director.

OTC firms to seek Stock Exchange membership

Stock Exchange plans to establish a third-tier market for shares of companies not already quoted on the main exchange or Unlisted Securities Market are likely to lead to over-the-counter market-makers applying for membership.

Bankers forgotten in pay revolution

Any manager of a clearing bank branch who ever wondered whether he was being fairly rewarded for his labours need look only as far as the bond market for an interesting comparison.

Backing for City 'fringe'

Mr Robin Leigh-Pemberton, the Governor of the Bank of England, has approved the development of financial centres outside the traditional area of the Square Mile.

Bill omits ADR tax

Government proposals for taxing American Depository Receipts - securities listed in the US but representing shares registered abroad - have been left out of the Finance Bill, published yesterday.

The figures drew condemnation from opposition politicians. Mr Ian Wrigglesworth, MP for Stockton South and the SDP spokesman on economic and industrial affairs, said: "Today's figures demonstrate the continuing failure of the Government's economic policies."

Swan Hunter chief warns on costs

Swan Hunter should be re-nationalized if it loses the order for two auxiliary oil replenishment vessels for the Royal Navy, Mr Roger Brooke, organizer of the management buyout, said yesterday.

Hawker to change

Hawker Siddeley has long felt that it was unfairly criticized for reporting year after year relatively static profits up until 1983. It points to its competitors in the engineering sectors whose profits were declining during the same time.

Hawker to change

But, having to live with the alternative, he makes the best of it. This is that a firm exchange rate, albeit it an untargeted one, is important.

Hawker to change

But Mr Lawson is not going to be trapped into setting informal targets. Rather, policy will aim at striking a balance between domestic monetary growth and the exchange rate.

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FINANCE AND INDUSTRY

COMMODITIES

WALL STREET

New York (Reuter) - Wall Street shares opened higher yesterday. Share prices surged after reports of internal strife in Libya which led to enthusiastic trading.

FOREIGN EXCHANGES

STERLING SPOT AND FORWARD RATES
Market rates
Sterling spot 1.4855-1.5005
1 month 1.5020-1.5035
3 months 1.5075-1.5090

Other Sterling Rates

Argentina 1.2497-1.2599
Australia 2.1033-2.1041
Austria 0.5690-0.5693
Belgium 0.3705-0.3706

LONDON COMMODITY EXCHANGE

Wheat 265.50-265.55
Sugar 170.00-170.00
Cocoa 135.00-135.00
Coffee 222.25-222.25

MEAT AND LIVESTOCK

Cattle 97.80p per kg liveweight
Sheep 77.40p per kg liveweight
Pigs 13.15p per kg liveweight

Table with columns: Symbol, Price, Change, Volume. Lists various stocks including AMR, Allied Gas, Amco, etc.

MONEY MARKETS AND GOLD

EURO MONEY DEPOSITS %
3 months 7.75-7.80
6 months 8.25-8.30
12 months 8.75-8.80

DOLLAR SPOT RATES

Canada 1.3450-1.3500
France 6.55-6.56
Germany 1.7100-1.7100

GOLD

Gold 338.25-339.25
Silver 4.85-4.86

ECGD

Fixed Rate Sterling Export Finance
Scheme 11 Average reference rate 10.75%

LONDON FINANCIAL FUTURES

Three Month Sterling 90.78
Six Month Sterling 90.61
September 90.57

CANADIAN PRICES

Aluminum 24.25
Copper 102.25
Nickel 102.25
Zinc 102.25

STANDARD CATHODES

Copper 265.50
Zinc 265.50
Lead 265.50

INVESTMENT TRUSTS

Table with columns: Name, Price, Change, Yield. Lists various investment trusts like BARRAY JOHNSON UNIT TRUST, NATIONAL PROGRESS INVESTMENT.

FINANCIAL FUTURES

Table with columns: Symbol, Price, Change, Volume. Lists financial futures contracts.

FINANCIAL TRUSTS

Table with columns: Name, Price, Change, Yield. Lists various financial trusts.

THE TIMES UNIT TRUST INFORMATION SERVICE

Large table listing various unit trusts with columns: Name, Bid, Offer, Change, Yield. Includes categories like EQUITY UNIT TRUST MANAGERS, BOND UNIT TRUST MANAGERS, etc.



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TEMPUS

# Soaring Etam gets cold shoulder after freeze

The stock market reaction to Etam's 37 per cent increase in taxable profits — an 8p fall in the share price to 252p — appears most curious. But trading since the year end has been difficult with a freezing February and cold spring not conducive to sales of cotton frocks. Sales in the first 10 weeks were ahead of this time last year but below expectations. Etam, however, coped well with perverse weather conditions during last autumn's warm spell. Its ability to push net margins up to 16.6 per cent must be the envy of most retailers and at the end of the year it was still sitting on an unchanged cash pile of £9.5 million, despite capital spending 70 per cent higher at £10.6 million.

The steady expansion of the chain continues with 130 stores expected by the end of this year against 116 last year. Etam believes the optimum size for the chain may be about 150, so it is looking for new directions. An investigations manager is being hired to look for acquisitions and minority stake opportunities.

Retailing remains the prime area of interest, although the company will look at other possibilities. Its own defences against a potential bid look secure. The directors own some 40 per cent of the stock and goodwill accounts for £110 million of the £130 million capitalization.

Any predator who could pay a bid premium and bring extra profits out of the assets, would have to have a magic formula. Etam is also investing its cash in buying freeholds. This year £5.2 million will be spent on the prime Oxford Street site and a further £2.2 million on the Barnstaple site.

In the short term the yield from property will be less than that from cash, but after rent reviews the switch is expected to pay off.

Even in the short term, Etam reckons it can continue to push up margins both gross and net. Its margins have been held during the difficult start to this year, due to tight stock control.

Taking a cautious view of taxable profits this year of £13.5 million, the prospective p/e is less than 16. Given the impressive growth record, the shares do not look expensive.

The yield, after a 41.7 per cent dividend increase to 4.25p, is 2.4 per cent.

## RMC Group

The key to RMC's fortunes lies in Germany, its second largest market. Sales there were more depressed than anywhere else last year, so in theory at least, it offers the greatest scope for recovery. Operating profits at the German ready mixed concrete company fell by £10.8 million to £4.7 million, but the effect was masked by the inclusion of RWK, a limestone producer, as a subsidiary rather than an associate. As a result the reported result from Germany was only £3.4 million lower at £12.1 million.

The second half, however, was much better than the first, which gives hope for a better result this year. RMC has cut out 600 jobs in Germany, reducing capacity by 20 per cent, which is in line with the fall in demand seen over the past 18 months.

By taking this action it has reduced its cost base by £6 million a year, though the full benefits will not become clear until next year.

Profits in Britain of £56 million were only slightly up on the previous year, reflecting the damage wreaked by poor weather in the first half and the costs of opening 11 new DIY stores.

This year RMC will cope with increased costs arising from the increase in the price of cement, which took RMC by surprise, as well as the poor weather at the start of the year. But there should nevertheless be a good performance.

Other areas, notably Spain, France, Belgium and America did well, lifting profits from £15.2 million to £22.6 million. As a result group profits only fell from £81.3 million to £79.7 million before tax. This year, helped by gains in Germany and in Britain, they could go as high as £95 million, and leave scope for a further increase next year.

On this basis the shares at 636p are trading on 11 times prospective earnings, assuming no acquisitions. The rating looks modest and allows nothing for a pre-election spending spree or the potential benefits of the Channel Tunnel.

NEI Northern Engineering Industries is optimistic that it will increase profits this year, after four years of stagnation. It is hopeful about winning several orders for large power stations overseas and says refurbishment work is picking up at home.

Yesterday it announced profits of £40.5 million before tax, only £400,000 more than in 1984 and £1 million above the 1982 level. The company pleads special factors, such as movements in exchange rates, particularly of the rand against sterling, which reduced profits by £6.2 million. In addition there was an unexpected £4 million write off in the United States and a rise in redundancy costs from £2.6 million to £3.1 million.

However, the result was helped by a £4.7 million reduction in the company's contributions to the pension fund, which will also boost profits in each of the next two years.

NEI's underlying problem, however, has to do with changing contract terms. While NEI has not suffered from a big fall in the volume of work, it has had to accept smaller cash payments. As a result NEI is having to finance a larger proportion of working capital itself.

This led to a £50 million swing to borrowings of £32 million last year. As a result interest received of £1.2 million was replaced by interest charged of £3.5 million. This charge cancelled out an improvement in trading profits.

The rise in borrowings, which stood at 19 per cent of shareholders' funds at the year end, should not continue at the same pace this year because the company is confident of winning several large orders, which tend to have a greater cash element than small ones. It says its best prospects are in China, Iraq, Australia and India.

Once the Government announces its decision on Sizewell, possibly next spring, there should be more orders for power plants at home. Earnings will be additionally boosted by another fall in the tax charge. Last year it dropped from 41 per cent to 30 per cent, which left earnings per share 26 per cent higher.

Assuming no disasters, profits this year should easily reach £50 million, suggesting that the shares at 104p are trading on less than seven times prospective earnings. On an unchanged dividend they yield 7.1 per cent, which looks attractive in view of the company's improving prospects.

Events in the Middle East and lower interest rate hopes were the dominating factors in the stock market yesterday.

Gilts stole the limelight with gains of almost a point as money market rates eased and the pound rose to over 1.50 against the dollar.

Equities were most erratic as dealers followed rumour and counter-rumour of explosions and further US raids over Libya.

An early mainly technical rally ran out of steam before lunch and prices subsequently drifted lower. But the strength of Government stocks and a further Wall Street saw prices recovering again at the close with the FT 30 share index gaining 8.6 points to 1379.4 and the FT-SE closing at 1662.0 up 7.2 points.

Another bumper package of cheerful company results and renewed takeover speculation helped sentiment at the outset, as did the calm reaction of Wall Street to the US decision to attack Libya.

A much better than expected 12 per cent earnings in-

crease boosted Hawker 34p to 577p giving another lift to the engineering sectors. Simons, which also reported good results early this week, jumped 3p to 287p on rumours of a bid from either Hawker or Williams Holdings 30p higher at 716p.

In builders RMC pleased everybody with profits well above survey estimates. The shares closed 14p higher at 636p while Taylor Woodrow was hoisted 28p more to 613p on further reflection of Tuesday's good profits and 100 per cent scrip proposals.

Tarmac, reported later this

month, advanced 12p to 470p, while Higgs and Hill put on 5p to 630p after a 20 per cent expansion. Wimpey attracted revived speculative support at 161p up 6p, also excited by the prospects of lower mortgage rates.

Among leaders Glaxo was called 27p higher at 1105p on Tuesday's cheerful half-time. Beecham improved 5p more to 406p in sympathy while Lucas added 3p to 618p behind the Hawker figures.

British Telecom at 250p picked up 4p of its recent setback on competition worries. Distillers dropped 15p

more to 680p as investors grew tired of waiting for the result of the battle between Guinness at 336p down 6p (a likely winner), and Argyll Group 3p lower at 345p.

Satisfactory results supported NEI at 104p, APV 326p and Matthew Hall 146p up 2p to 6p. Delta Group jumped 10p to 245p on vague talk of a bid from BICC. Crown House was also wanted at 206p up 10p.

In firm electricals Bowthorpe enjoyed further interest at 510p up 25p after Tuesday's results and ahead of the bid for Protimeter. Racal

recovered another 14p to 204p. Takeover rumours continued to excite Wedgwood at 321p up 28p.

Extel gained 12p to 395p as Robert Maxwell and MIM asserted their stakes to the Deumerger Corporation. Kenning Motor dipped 18p to 200p following the board's recommendation of the new cash alternative offer from Tozer Kemstley. WSL Holdings advanced 12p to 145p on the satisfactory rights issue result.

Avana improved 12p to 581p influenced by a recent favourable circular from de Zoete. An 18 per cent setback cut 8p from British Mohair at 130p. Coats Vycella lost another 8p to 528p in spite of the optimistic tone of Tuesday's annual meeting.

Deport, which recently announced a debenture issue and profits forecast, rallied 10p to 107p. Laporte, with results today rose 7p to 395p. Cosmograph Estate Agents which earlier this week announced a rights issue with its results, rose 13p to 253p.

## STOCK MARKET REPORT

# Gilts shine as indexes recover

## RECENT ISSUES

EQUITIES		WELLS		RIGHTS ISSUES	
Abbott M V (180p)	220 +2	Wellcome (120p)	203 +9	Benson's Chips N/P	12
Abbott L (335p)	220 +2	W York Hosp (90p)	166 -2	Cullens F/P	280
BPP (160p)	185	Waters (140p)		Greycoat N/P	26 -2
Brookmount (160p)	195			Harwell N/P	365 +25
Charney Sec (65p)	75			M&M Comp F/P	36 +1
Comp Pk A 2000	537 +4			Share Drug N/P	26 +1
Charnwick M (95p)	103			Waters F/P	147
Dalsia (125p)	160				
Ferguson J (10p)	28 +				
Gold Gem Trst (165p)	183 +2				
Grays Surface (55p)	35 -3				
Inoco (55p)	39 +1				
JS Pathology (160p)	285				
Jervis Porter (185p)	138 -3				

## COMPANY NEWS

● **IPECO HOLDINGS:** Barclays Merchant Bank will offer for sale 8.86 million ordinary 10p shares at 120p each on April 22. Ipeco supplies products and services to the avionics and defence industries. Turnover for 1985 was £8.63 million and pretax profit £2.96 million.

● **GUEST, KEEN & NETTLEFOLDS:** The chairman, Sir Trevor Holdsworth, says in his annual statement that he expects the group to continue to find "exciting new opportunities in world markets." The outlook continues to be generally satisfactory.

● **EIS GROUP:** Total dividend for 1985 6.75p (6p). Turnover £70.94 million (£47.37 million). Pretax profit £5.51 million (£4.2 million). Earnings per share 19.13p (15.53p).

● **HIGGS AND HILL:** Total dividend for 1985 raised to 13.6p (12.3p). Turnover £192.47 million (£189.65 million). Pretax profit £8.57 million (£7.18 million). Earnings per share, before extraordinary items, 45.6p (42.6p). The board reports that the current year has started well.

● **APV HOLDINGS:** Total payment for 1985 11.75p (11.25p). Turnover £409.1 million (£412.3 million). Pretax profit £15 million (£7.5 million). Earnings per share 23.8p (7.7p).

● **ADWEST GROUP:** Half-year to Dec 31. Interim dividend 1.7p (1.6p). Turnover £39.12 million (£35.94 million). Pretax profit £1.4 million (£2.85 million). The board expects an improved profit for the half year.

● **FITCH AND CO DESIGN CONSULTANTS:** Total payment for 1985 raised to 6.1p (5.31p). Turnover £9.2 million (£6.92 million). Pretax profit £1.63 million (£1.33 million). Earnings per share 17.5p (11.9p).

● **CE HEALTH:** The company is issuing 596,279 ordinary shares, worth £3.9 million, as part payment for the acquisition of Peterborough Data Processing Services.

● **JULIAN'S HOLDINGS:** Total gross dividend for 1985 raised from 2.85p to 3p. Turnover £8.51 million (£8.08 million). Profit, before tax and extraordinary items, £713,000 (£1.54 million). Earnings per share 2.53p (6.68p).

● **ALLIED PLANT GROUP:** Turnover for 1985 £11.35 million (£8.21 million). Pretax profit £1.73 million (£207,000). Earnings per share 1.55p (0.94p).

● **MACRO 4:** Turnover for the half-year to Dec 31, 1985, £3.12 million (£2.67 million). Pretax profit £1.73 million (£1.07 million). Earnings per share 4.9p (2.7p).

● **DINKIE HEEL:** A final dividend of 0.2p, making 0.4p (0.55p) for the year, is included in the results for 1985. The dividend is payable on July 1.

Turnover amounted to £1,999,078 (£2,014,803), profit before tax was £20,293 (£100,000), and extraordinary items amounted to £43,851 (nil). Earnings per share were 0.90p (1.18p). Export sales of steel toe caps have shown a marked improvement over the same period in 1985 and forward orders are running at a satisfactory level.

● **TELEPHONE RENTALS:** A final dividend of 4.5p, making 7p (6.25p) for the year, is included in the results for 1985. With figures in £000, turnover was 75,487 (67,619), group profit before tax 15,659 (14,725) and tax 5,104 (3,325). Earnings per share are 13.41p (14.60p). The board is confident this year will show an improvement in group profits.

● **ELBAR INDUSTRIAL:** No dividend is payable for 1985 (nil). With figures in £000, turnover was 43,234 (70,373), operating profit 824 (302), pre-

tax loss 181 (loss 971), tax credit 58 (14), making a loss of 123. Loss per share 1.7p (20.9p).

● **GABLE HOUSE PROPERTIES:** Results for the six months to December 31, 1985, include an interim dividend of 1.45p (1.25p). With figures in £000, turnover totalled 3,458 (2,250), pretax profit 412 (316) and tax 134 (95).

● **CARLTON INDUSTRIES (subsidiary of Hawker Siddeley):** Sales for 1985 £135.23 million (£132.34 million). Pretax profit £13.84 million (£11.89 million).

● **MATTHEW HALL:** Total payment for 1985 4.5p (3.93p). Turnover £432.67 million (£382.76 million). Pretax profit £16.06 million (£14.24 million). Earnings per share 13.28p (10.22p) on old capital.

## More company news on page 25

# Read how GKN became a successful international automotive and industrial group.

(The latest chapter is out now.)

1985 was a successful year for GKN, both in terms of performance and strategic development. The reshaping and repositioning of the Group, now a world leader in the design and manufacture of technologically advanced products, has brought with it much better financial results. Pre-tax profits are up 15.2% from last year and stand at a record £132.7 million. Earnings of the year are up 37.4% from £46.0 million to £63.2 million. Earnings per share have risen 31% from 20.3p to 26.6p with an increase in yearly dividend of 14.3% from 10.5p to 12.0p.

GKN is one of the UK's largest companies and exporters, generating half its income from overseas subsidiaries. A substantial R & D programme (£45 million in 1985) and a commitment to specialisation in selected business areas will continue to create exciting new opportunities in world markets.

For a copy of the 1985 Report and Accounts fill in the coupon below. You'll find it makes good reading.

Please send me a copy of the 1985 GKN Annual Report and Accounts.  
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 Postcode \_\_\_\_\_  
 Group Public Relations, GKN plc, 7 Cleveland Row, London SW1A 1DB. Tel: 01-8302424.




## Preliminary Announcement

Year ended 31st December 1985

Financial Highlights		
	1985	1984
	£m	£m
Turnover	1363.8	1174.9
Operating Profit		
United Kingdom	56.0	54.7
West Germany	12.1	15.5
Other countries	22.6	15.2
	<u>90.7</u>	<u>85.4</u>
Profit before taxation	79.7	81.3
Earnings per share	45.3p	45.1p

Dividend The Directors are to recommend a final dividend of 9.4p per share which, together with the interim of 4.6p, makes a total of 14.0p per share for the year (1984 13.0p).

The 1985 Annual Report will be posted to shareholders on 13th May 1986.

## RMC Group p.l.c.

RMC House, High Street, Feltham, Middlesex TW13 4HA.

Operating internationally in Austria, Belgium, France, Holland, Israel, Republic of Ireland, Spain, Trinidad, United Kingdom, USA and West Germany.

STOCK EXCHANGE PRICES

Shares advance

ACCOUNT DAYS: Dealings began April 14. Dealings end April 25. Contango day April 28. Settlement day, May 5. Forward bargains are permitted on two previous business days.

Portfolio Gold - Daily Dividend £4,000. Claims required for +55 points. Claimants should ring 0254-53272.

Portfolio Gold - From your portfolio card check your eight share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page.

Table with 4 columns: No., Company, Group, Gain or Loss. Lists various companies and their performance.

Weekly Dividend table with 7 columns: MON, TUE, WED, THU, FRI, SAT, SUN. Shows dividend amounts for various companies.

BRITISH FUNDS table with 4 columns: High, Low, Stock, Price. Lists various British funds.

SHORTS (Under Five Years) table with 4 columns: High, Low, Stock, Price. Lists short-term investments.

FIVE TO FIFTEEN YEARS table with 4 columns: High, Low, Stock, Price. Lists medium-term investments.

UNDATED table with 4 columns: High, Low, Stock, Price. Lists undated investments.

INDEX-LINKED table with 4 columns: High, Low, Stock, Price. Lists index-linked investments.

BANKS DISCOUNT HP table with 4 columns: High, Low, Stock, Price. Lists bank discount rates.

ELECTRICALS table with 4 columns: High, Low, Stock, Price. Lists electrical companies.

BREWERIES table with 4 columns: High, Low, Company, Price. Lists various brewery companies.

BUILDINGS AND ROADS table with 4 columns: High, Low, Company, Price. Lists construction and infrastructure companies.

FINANCE AND LAND table with 4 columns: High, Low, Company, Price. Lists financial and land-related companies.

FOODS table with 4 columns: High, Low, Company, Price. Lists various food companies.

CHEMICALS, PLASTICS table with 4 columns: High, Low, Company, Price. Lists chemical and plastic companies.

CINEMAS AND TV table with 4 columns: High, Low, Company, Price. Lists media and entertainment companies.

DRAPERY AND STORES table with 4 columns: High, Low, Company, Price. Lists retail and clothing companies.

INDUSTRIALS A-D table with 4 columns: High, Low, Company, Price. Lists various industrial companies.

ELECTRICALS table with 4 columns: High, Low, Company, Price. Lists electrical companies.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

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E-K table with 4 columns: High, Low, Company, Price. Lists companies in the E-K sector.

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L-R table with 4 columns: High, Low, Company, Price. Lists companies in the L-R sector.

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S-Z table with 4 columns: High, Low, Company, Price. Lists companies in the S-Z sector.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

INSURANCE table with 4 columns: High, Low, Company, Price. Lists insurance companies.

LEISURE table with 4 columns: High, Low, Company, Price. Lists leisure and recreation companies.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

MINING table with 4 columns: High, Low, Company, Price. Lists mining companies.

MOTORS AND AIRCRAFT table with 4 columns: High, Low, Company, Price. Lists automotive and aerospace companies.

NEWSPAPERS AND PUBLISHERS table with 4 columns: High, Low, Company, Price. Lists media and publishing companies.

OIL table with 4 columns: High, Low, Company, Price. Lists oil and energy companies.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

OVERSEAS TRADERS table with 4 columns: High, Low, Company, Price. Lists international trading companies.

PAPER, PRINTING, ADVERT'G table with 4 columns: High, Low, Company, Price. Lists media and advertising companies.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

PROPERTY table with 4 columns: High, Low, Company, Price. Lists real estate and property companies.

SHIPPING table with 4 columns: High, Low, Company, Price. Lists shipping and logistics companies.

SHOES AND LEATHER table with 4 columns: High, Low, Company, Price. Lists footwear and leather goods companies.

TEXTILES table with 4 columns: High, Low, Company, Price. Lists textile companies.

Table with 4 columns: High, Low, Company, Price. Lists various companies.

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Table with 4 columns: High, Low, Company, Price. Lists various companies.

TOBACCO table with 4 columns: High, Low, Company, Price. Lists tobacco companies.

Ex dividend & Ex div Forecast dividend & Interim payment (shown) Price at completion of Dividend and total dividend & Ex other & Ex rights & Ex scrip or share split & Tax-ine No. significant data.

Oil is flat

# British Telecom to relax grip on PABX market

By Jeremy Warner, Business Correspondent

British Telecom's dominant position in the £450 million a year market for private telephone exchanges - PABXs - came under renewed attack from OfTel, the Government's telecommunications watchdog, yesterday.

Professor Bryan Carsberg, director general of telecommunications, announced measures which he said he believed would provide a "welcome and significant movement in the direction of achieving even-handed competition" in the telecommunications equipment market.

British Telecom has agreed to implement new arrangements governing the provision of internal office wiring for use in business telecommunications systems.

He said there had been a number of long standing complaints about the way British Telecom used existing licence rules on wiring to promote its own sales of PABXs and

similar apparatus at the expense of competitors.

British Telecom has now agreed to changes which go a long way to ensuring that wiring becomes a neutral factor in decisions about whether to purchase a PABX from BT or a competitor.

The problems have arisen because although manufacturers of PABXs are now allowed to supply the equipment directly to customers in competition with British Telecom, BT continues to own most of the business systems.

British Telecom has been using the present licensing rules to require a user who buys a PABX from a competitor to buy the wiring first. A user who buys the PABX from BT, on the other hand, can continue to rent the wiring.

BT's competitors have complained that this is a significant disincentive to buy from them.

They have also complained

that BT charges too much for purchase of the wiring compared with the rental cost, amounting to a possible breach of its obligations under condition 43.1(b) of its licence.

A number of competitors have in addition claimed that the present licence rules give British Telecom the opportunity to condemn existing wiring systems as unsuitable when a user buys from a competitor, making him liable to the substantial extra cost of rewiring the building. A user who buys from BT might on the other hand expect a more favourable judgement on the existing wiring system.

Under the arrangements announced by Professor Carsberg, British Telecom has agreed:

- To allow the user to choose whether to buy or rent the wiring after he has bought from a competitor.
- To apply uniform standards when upgrading of wiring systems is required regardless of whether the equipment is supplied by BT or a competitor.
- To charge for upgrading in a way that does not discriminate against users who buy from a competitor. In the past the purchaser of wiring has had to pay for the cost of upgrading whereas the renter has not.

Professor Carsberg was asked BT to prepare a schedule covering both rental and buying prices for wiring, and said he intended to check that they were fair.

He is also consulting BT about several other areas affecting wiring and maintenance.

## APPOINTMENTS

Smith & Nephew Associated Companies: Mr Alastair Macpherson has joined the board as a non-executive director.

Henderson Unit Trust Management: Mrs Anne Barronclough, Mr D J Blyfield, Mr J C Lane, Mr N R Legge and Mr D Payne have been made directors.

Professional Advisers Cost Engineering: Mr Andrew Gibson is now financial director and company secretary.

Allied Steel & Wire (Holdings): Mr George Duncan will shortly become chairman in succession to Mr Gordon Sambrooke.



Mr Ernie Gilburd  
 Colorama Processing Laboratories: Mr Ernie Gilburd is now a joint managing director.

Touche Ross & Co: Mr Michael Berners-Price, Mr Lindsay Buchanan, Mr Ross Bull, Mr Tom Craddock-Warson, Mr Stephen Dickens, Miss Odile Griffith, Mr Nigel Lewellyn, Mr Leslie Platts, Mr Derek Ross and Mr Paul Sheppard are now partners.

Mr John Reeve has been admitted to the Touche Ross Associates management consultancy partnership in London.

H P Information: Mr John Duffell has been appointed managing director in succession to Mr Gerard O'Donovan.

# New-look figures tell old story for jobless

By David Smith, Economics Correspondent

The Department of Employment yesterday published in one lengthy document, the information on the labour market that it normally gives out over a month.

The intention is to provide a complete picture of the market. Yesterday's figures show that the picture remains confused.

There is, firstly, the familiar combination of good news on employment alongside bad news on unemployment.

New estimates of employment show that the employed labour force increased by 276,000 last year, and that it has risen by 991,000 since the labour market trough of March 1983.

This, according to the Secretary of State for Employment, Lord Young of Grafham, is the good news on the growth of employment. He added that no other country in Europe had created as many additional jobs over the last few years as the United Kingdom.

The employed labour force stood at 24,006 million at the end of last year, its highest level since December 1980, rising by 117,000 in the fourth quarter alone.

The good news on employment is not unequivocal good news, however. Last year's rise of 276,000 was below the 391,000 increase in 1984.

The increase in employment is dominated by a rise in the number of part-time jobs.

There has been a 547,000 rise in the number of female part-time jobs since March

1983, compared with a total increase in employees of 532,000. Self-employment has increased by 457,000.

There is, too, no sign of an end to the slide in manufacturing employment. After declining by 29,000 last year, manufacturing employment has fallen by 25,000 in the first two months of this year, with a 20,000 drop in February.

On unemployment, the optimism of last autumn has now evaporated, and Department of Employment statisticians believe that we are back on the old 10,000-15,000 rising monthly trend for the adult total.

The March figures are published on the new basis, under which the compilation of the figures is delayed by two weeks to reduce over-reporting. This cuts the total by an average of 50,000, but has no effect on the trend.

The department has revised earlier figures to be consistent with the new data.

This shows that the seasonally adjusted adult total for March, 3,198 million, is the highest on record, and was a rise of 36,800 from February - the biggest monthly increase since September 1981.

The bad February weather may have contributed to the strong rise - the official count was on March 6 - but there is no mistaking the upward trend in unemployment.

Over the six months to March, the adult total has risen by 12,400 a month, compared with a 5,000-a-month rise over the previous six months.

Inevitably, excessive wage increases are blamed for continually rising unemployment.

In fact, the earnings picture is remarkably stable. Average earnings in the economy rose by 7.5 per cent in the 12 months to February, the same, more or less, as for the past two years.

The actual increase of 8.1 per cent was inflated by comparison with the miners' strike a year earlier.

In manufacturing, the underlying rate has edged down slightly, from 9 per cent last summer, and 8.75 per cent in the fourth quarter of last year, to 8.5 per cent in January and February.

Unit labour costs for the whole economy rose at a slightly faster rate last year, 5.7 per cent, compared with 4.3 per cent in 1984.

Productivity too was stronger, rising by 2.1 per cent for the whole economy, against 1.4 per cent in 1984.

Indeed, for those who believe in the productivity theory of unemployment, the 33 per cent rise in manufacturing productivity since December 1980, and the 17 per cent increase in whole economy productivity, does provide some support.

There is no evidence though that industrial disputes are contributing to rising unemployment.

Days lost in February through industrial action totalled 192,000, about 17 per cent of the February average over the previous 10 years.

## COMPANY NEWS

• **BOWTHORPE HOLDINGS:** The final dividend is 4.67p (3.41p), making 7p (5.48p) for the year, payable on July 1. With figures in £000, turnover was 125,948 (108,921), trading profit was 20,369 (15,554), operating profit 21,897 (17,483), profit before tax 23,238 (20,122) and tax 9,429 (9,424).

• **WALTER LAWRENCE:** The final dividend is 2.65p (2.42p adjusted), making 3.65p (3.42p adjusted). With figures in £000, turnover was 132,129 (114,145), profit for the year 3,311 (3,102), employee profit sharing scheme 160 (150), pre-tax profit 3,151 (2,952) and tax 464 (547), extraordinary debt 1,640 (495) and earnings per share 13.5p (12.9p).

• **PRESIDENT ENTERTAINMENTS:** For the year ended December 31 the dividend is 1.33p (0.1p), making 2p (0.1p). With figures in £000, turnover was 7,773 (5,826), profit before tax 1,404 (869), tax 464 (406), profit after tax 940 (463), extraordinary items nil (debt 31) earnings per share 6.42p (4.20p adjusted).

• **FSM INTERNATIONAL:** The final dividend is 3.3p, making 5.5p (3.15p) for 1985. With figures in £000, turnover was 15,273 (14,125), trading profit 2,237 (2,486), share of related company results 81 (68), profit before tax 2,318 (2,554), tax 710 (1,004) and earnings per share 13.1p (14.5p).

• **HVMAN:** For 1985 the final dividend is 0.75p, making 1.5p (same), payable on July 1. With figures in £000, external

turnover was 28,001 (27,430), operating profit 2385 (2009), share of profit of related companies 120.5 (120) and pre-tax profit 1,916 (1,624).

• **LONDON PARK HOTELS:** The final dividend for the year is 6.5p (4.23p), making 10p (7.58p). With figures in £000, turnover was 7,502 (5,037), operating costs were 3,635 (4,797), operating profit was 1,867 (240) and profit on sale of investments was 11 (34 loss).

• **PETROCON GROUP:** A final dividend of 4p making 6p (5.25p) has been declared for 1985. With figures in £000, turnover was down to 12,625 (11,997) and pre-tax profit 1,221 (1,831). Earnings per share fell to 11.02p (20.18p).

• **STEEL BROTHERS HOLDINGS:** The company has announced a final dividend, payable on July 1, of 12p (12p) making 16p (16p) for 1985. Group profit before tax was down to £11.8 million (£14.9 million).

• **HOLLAS GROUP:** The company has exchanged contracts for the acquisition of Perilista for a consideration of 2680,000 to be satisfied by the allotment of 1,942,857 new ordinary shares.

• **PETROGEN PETROLEUM:** Seaxe Energy Corporation of Jackson, Mississippi, and Petrogen Petroleum of Denver, Colorado, have signed an agreement in principle which could lead to Petrogen merging with a wholly-owned subsidiary of Seaxe.

• **BRIKAT GROUP:** Results for the six months to January 31 include an interim dividend of 1.7p (1.5p). With figures in £000, turnover was up to 5,870 (3,148) and operating profit to 593 (479). Earnings per share were unchanged at 5.7p.

• **PROTIMETER:** The company has received an offer for the issued ordinary share capital. Meanwhile, the company has requested a suspension of dealings.

• **ALLIED PROVINCIAL SECURITIES:** Westlake & Co and John S Smith & Co are holding talks which could result in their merger with Allied Provincial Securities.

• **SAMUELSON GROUP:** The company's US subsidiary, Samuelson Group Inc, has exchanged contracts for the purchase of Victor Duncan Inc for \$2.5 million (£1.69 million) cash.

• **PERSIMMON:** The chairman says that sales are buoyant in all areas of operation and the company remains ahead of its budget.

• **LEX SERVICE:** The company's automotive distribution business performed well in the first quarter, the annual meeting was held. Total sales for the quarter were 2 per cent higher than in the same period of 1985 and 10 per cent higher than in the fourth quarter of that year.

• **JACKSON EXPLORATION:** Oil and gas sales last year (figures in \$000) slipped to 3,724 (4,163).

• **WILLIAM SINDALL:** A final dividend of 9p (8p) making 12p (10p), payable on July 11, has been included in the results for 1985. Turnover rose to £28.05 million (£22.4 million) and pre-tax profit to £881,437 (£852,668). Earnings per share were up to 83.18p (80.98p).

• **NEWMAN INDUSTRIES:** The chairman says in his annual statement that the board is confident about the future and the 1985 results should be seen only as a temporary setback in recovery.

• **SMITH AND NEPHEW:** Mr Kenneth Kemp, the chairman, says in his annual statement that he expects the first-quarter earnings per share for the associated companies to show a continuing improvement.

• **IBSTOCK JOHNSEN:** Mr Paul Hyde-Thomson, the chairman, says in his annual statement that the company is confident of resuming progress in 1986.

• **LONDON AND ST LAWRENCE INVESTMENT CO:** Results for the six months to February 28 show gross revenue up to £237,448 (£211,634) and earnings per share (after expenses and tax) to 0.83p (0.74p). Asset value per ordinary share rose to 78.31p (66.35p).

• **WOLSELEY-HUGHES:** Acceptances have been received in respect of 98.42 per cent of the 23,611,135 new ordinary shares offered in the company's rights issue. New ordinary shares not taken up have been sold by the underwriters.

# APV HOLDINGS

	1985	1984
Turnover	£m	£m
Profit before tax	409	412
Profit after tax	15.0	7.5
Earnings per share	23.8p	7.7p
Ordinary dividends	11.75p	11.25p
Debt/equity	8%	22%

Extracts from the statement by the Chairman, Sir Ronald McIntosh KCB

Turnover in 1985 was approximately the same as in 1984 but profit before tax doubled from £7.5 million to £15.0 million. This reflects the success of the action taken since July 1984 to reduce costs and improve margins.

achieve continuous improvement in our technology, through increased involvement in research and development. Organic growth based on improved products, processes and marketing will be supplemented, where appropriate and practicable, by acquisition. Our strong balance sheet will help in this.

**Trading Results**  
 Overseas subsidiaries contributed over 70 per cent of our trading profit, due mainly to greatly improved results in North America and the Asia Pacific region. The restructured business in North America is now better equipped to meet market requirements and another satisfactory year is expected in 1986. Continued growth can again be expected from the Pacific region.

In March 1986 we agreed to form a joint venture with the process equipment division of Holstein & Kappert GmbH, which is a world leader in the design and manufacture of special hygienic valves for the beverage industries and a specialist supplier of filtration and carbonation plant for the dairy, brewing and soft drink industries.

In Europe profits also improved in 1985 and recent orders will help to ensure another good year. In the United Kingdom, with the exception of APV International, most subsidiaries had a satisfactory year.

**Capital expenditure**  
 The capital budget for machine tools in 1986 is twice as high as in any of the past three years. The first phase of a planned re-equipment programme to update APV International's factory at Crawley will be undertaken this year. This reflects our intention to concentrate manufacture of most group products in two advanced facilities - one at Lake Mills, Wisconsin and the other at Crawley - and so to increase our ability to meet international competition, from whatever source.

**Rationalisation**  
 We made good progress in 1985 on our rationalisation programme. It is, however, a continuing one and the full benefit will not be achieved until 1987.

**Prospects**  
 Orders in hand were about 8 per cent higher at the end of 1985 than at the beginning. The trend of order intake in the last quarter of 1985 and the first quarter of 1986 has been rather flat, but there are indications of improving opportunities in several areas. There is also scope for further improvement in profitability as a result of the management action referred to earlier.

Financial disciplines within the group have been strengthened. This has resulted in better management of assets and a reduction in working capital.

The accounting policy for the valuation of certain stock and work in progress has been revised; the reduction arising from this revision has been charged as a prior year adjustment, with a consequential restatement of opening reserves and of the comparative figures for 1984.

**Business development**  
 We shall continue to give the highest priority to the growth of our mainstream business as designers and manufacturers of process plant for the food and beverage industries of the world. Our objective is to

**Dividend**  
 With the increase in profits in 1985 and the improvement in their quality, your board are recommending an increase in the final dividend from 6.75p to 7.25p per share.

APV - market leaders in advanced process plant for the food and beverage industries.

**APV HOLDINGS PLC**  
 APV House, Manor Royal, Crawley, West Sussex RH10 2GZ.  
 The AGM will be held on Friday 23 May 1986 at the Institute of Directors, 116 Pall Mall, London SW1

The above figures are extracted from the full historical cost accounts of the group for the year ended 31 December 1985 on which the auditors have given an unqualified opinion. The full accounts will be filed with the Registrar of Companies after the Annual General Meeting.

# HAWKER SIDDELEY

1985  
 A YEAR OF  
 PROGRESS

	1985	1984
Sales	£1592m	£1524m
Profit before tax	£160.3m	£143.0m
Profit after tax and minorities	£95.0m	£82.0m
Earnings per share	48.1p	41.5p
Dividend per share	14.5p	11.8p
Return on capital	18.3%	14.4%
Return on sales	9.4%	8.8%

- Profit before tax up by 12.1%
- Earnings per share up by 15.9%
- Dividends up by 22.9%
- Return on capital up to 18.3%

Analysis by business sector

	1985	1984
Electric motors & generators	20.3	16.8
Electrical distribution & controls	30.9	22.0
Electrical specialised equipment	26.7	18.0
Diesel engineering	16.1	30.1
Mechanical specialised equipment	46.3	37.6
Other trading activities	9.1	9.5
	149.4	134.0
Interest income (net)	10.9	9.0
	160.3	143.0

Hawker Siddeley Group PLC  
 18 St. James's Square, London SW1Y 4LJ  
 Telephone 01-930 6177

COMMERCIAL PROPERTY

Firms get set to repel big bang boarders

By Judith Huntley

Edward Erdman, a leading firm of commercial estate agents, may be poised to let outside interests take a stake. It is not alone in this. Most commercial practices are debating such a move and it is likely that the medium-sized firms will be the first either to go public or to be bought by an institution.

Second World War. It is an arrangement which is not allowed nowadays but the Royal Institution of Chartered Surveyors, the professional body for the surveyors, is to allow firms to become limited liability companies this year. Many feel it is the only way to inject capital into their practices but most are determined to hold on to their independence.



British Land on French soil: the refurbished offices at 56 Rue du Faubourg, Paris. The letting, one of the largest achieved in Paris for a renovation, follows on the success of London & Edinburgh Trust's Paris scheme. British Land's building was formerly occupied by the Ministry of the Interior and is now being extensively refurbished to provide 12,000 sq metres of space with 100 underground parking spaces. The tenant was introduced by Richard Ellis.

UKPI portfolio 'one of best'

Friends Provident Life Office, the new owner of United Kingdom Provident Institution, has dismissed as "completely unfounded" a suggestion that UKPI's poor performance was due to property as well as unquoted securities.

said: "It is a clean portfolio with good office buildings in London and a shopping centre in Sutton Coldfield, West Midlands. It has little exposure to overseas property and is one of the best portfolios I have seen."

only about 15 per cent of investments in the sector. Mr Hardie said: "The merger of the two life offices means that we will be putting together the two property portfolios which will be run and managed as a closely-knit entity. There is no need from our viewpoint to sell any of the UKPI portfolio."

UKPI owns the island site which Greycoat wants to develop, but Speyhawk has planning permission for two alternative schemes in the town centre. Mr Hardie at Friends Provident said UKPI's stake in the Greycoat proposals is small compared with the good income it is getting from the land holding.

Joint developer submits plans for Brooklands

Trafalgar Brookmans, the joint company between Trafalgar House Developments Holdings and Brookmans, the Northern Irish property company, has plans for a £100 million development at the Brooklands site in Weybridge, Surrey.

a widening of the rate bands to take in new areas of rental growth on the City fringes, such as Broadgate at Liverpool Street. The Government's proposed introduction of a uniform rate in the pound across the country would mean the City of London Corporation would levy the same rate as the surrounding boroughs, a rise of 40 per cent. This would have an impact on the property market by encouraging the outward spread of the City and by reducing the rent differential between the Square Mile and adjoining areas where rents have been lower because of higher rates.

Advertisement for ARCHITEX 86, featuring 'TWO UNIQUE EVENTS IN THE PROPERTY WORLD, UNDER ONE ROOF' and '25-27 June 1986 Barbican Exhibition Hall, London EC2'. It includes details about a new opportunity for those involved in the management, development and construction of the property market, and a unique business forum where forward thinking architects can display their work and market their skills to an influential audience of key decision-makers responsible for commissioning building work.

Advertisement for Weatherall, featuring 'Former Uxbridge and District Cottage Hospital Harefield Road, Uxbridge 0.9 acre site with outline consent for 8 residential units'. It also mentions 'Also suitable for conversion/extension for sheltered housing or nursing home, or development of flats, subject to planning. For Sale by Private Treaty Closing date for offers 22 May 1986'.

THE GUINNESS BID FOR DISTILLERS. LATEST PRICES.

Advertisement showing 'Distillers share price worth 680p'.

Advertisement showing 'Guinness best and final offer worth 744p'.

Advertisement showing 'Guinness higher by +64p'.

The Guinness offer is unanimously recommended by the Board of Distillers. The closing date is April 18th at 3pm.

GUINNESS PLC

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The three-phase scheme on 182 acres will have industrial, retail and office space. The company wants permission for 1.5 million sq ft of warehouse and industrial space on 117.84 acres. The existing 530,000 sq ft of industrial buildings have already been sold to an institution. The retail element of the scheme will have 150,000 sq ft on a 27-acre plot, including a superstore, do-it-yourself store and a garden centre. A further phase may include recreational facilities, such as the Brooklands Museum commemorating the Brooklands motor race track. Hillier Parker has joined forces with the Valuation Office of the City of London to produce a rates map of the Square Mile showing the variations in costs. Rating is still based on 1973 values and the map reflects the letting market in that year. The highest rates are round the Bank of England, reducing towards the City fringes, with higher values in the east than the west. All that is set to change as the Valuation Office gears itself up for the revaluation of commercial property in England and Wales which the Government says must be completed by 1990. Hillier Parker predicts a significant shift in rateable values and

BASE LENDING RATES table with columns for bank names and interest rates. Includes: ABN (11.00%), Adam & Company (11.00%), BCCI (11.00%), Citibank Savings (11.95%), Consolidated Credit (11.00%), Continental Trust (11.00%), Co-operative Bank (11.00%), C. Hoare & Co. (11.00%), Lloyds Bank (11.00%), Nat Westminster (11.00%), Royal Bank of Scotland (11.00%), TSB (11.00%), Citibank NA (11.00%).

Advertisement for LIFE THE LONDON INTERNATIONAL FINANCIAL FUTURES EXCHANGE. It is pleased to announce AN EXTENSION IN TRADING HOURS for the following four contracts: Long Gilt futures, Short Gilt futures, FF-SE 100 futures, Long Gilt options. THESE CHANGES TAKE EFFECT FROM 28TH APRIL 1986. LIFE Limited, Royal Exchange, London EC3V 3PJ, Tel: 01.623 0444, Telex: 939893 LIFE G.

Employers liable for negligence of overseas company

McDermid v Nash Dredging & Reclamation Co Ltd. Before Lord Justice Fox, Lord Justice Parker and Lord Justice Neill. Judgment given April 16. The duty of employers to take reasonable care for the safety of their employees was broken when an employee was injured, even though different employers were vicariously liable, under English law, for the negligence occasioning the injury.

That duty was often and conveniently divided into a number of categories so that attention came to be focused on, for example, the obligation to provide safe plant and materials. But there were cases where it was important to remember that the employer owed a single personal duty which could not be delegated. Furthermore, it was a duty which was owed to each employee individually and accordingly account had to be taken of the experience and skill of the employee whose safety might be at risk.

The Court of Appeal so held in a reserved judgment when dismissing an appeal by the defendants, Nash Dredging & Reclamation Co Ltd against Mr Justice Staughton (The Times July 31 1984) in an action for damages by the plaintiff, Mr Jamie McDermid.

The general rule was that an employer was not liable for a tort committed by another person in the course of the performance of work for the employer unless the tortious act was committed by someone who was the servant of the employer or had been directly authorized by the employer. The work, although done at the request of the employer and for his benefit was considered to be the independent function of the person who undertook it and to be carried out by that person as a principal (or the servant of a third party) and not as the representative of the employer.

The dredging operations were to be undertaken for the Swedish government in a fjord at Lulea in Sweden. The plaintiff accepted the offer. The dredger was moored offshore in the fjord and the crews working on the dredger went out to it by tug. One of the tugs in use was the Ina, which belonged to Stevin.

But the general rule was subject to exceptions which the common law was still in the process of developing. It was clear that if an employer delegated to another person, whether an employee or not, his personal duty to take reasonable precautions for the safety of his employees, then the employer was liable for injury caused through the negligence of that person because it was in the eyes of the law his own negligence.

In October 1976 his employment with Nash came to an end and he had had great difficulty in obtaining work. Also, the sporting activities which he had previously enjoyed were no longer open to him.

It seemed that in a case where a plaintiff was suing in respect of injuries received by him in the course of his employment and while working at a place at which he was required by his employer to work the only satisfactory approach was to look at all the circumstances in the light of the fact that it was the basic duty of the employer to take reasonable care so to conduct his operations as not to subject those employed by him to unnecessary risk.

The judge held the plaintiff's accident was wholly caused by the negligence of Captain Sas. There had been no appeal against that finding. The main question at issue was whether any liability attached to Nash.

The probable cause of the accident was the absence of a safe system or a careless disregard by the captain of the risks which his unsafe method of work entailed. Their Lordships would decide the issue of liability in favour of the plaintiff not because the captain "must be deemed to have been the servant of" Nash, but because he was the person entrusted by Nash with performing their duty to take reasonable care for the safety of the plaintiff.

The judge decided that issue in favour of the plaintiff. He said: "As between the plaintiff and the defendants, Captain Sas must be taken to have been the servant of the defendants". In order to examine the issue of Nash's liability the court could not confine its attention to the question whether the judge was right to conclude that the captain had to be deemed to have become the servant of Nash.

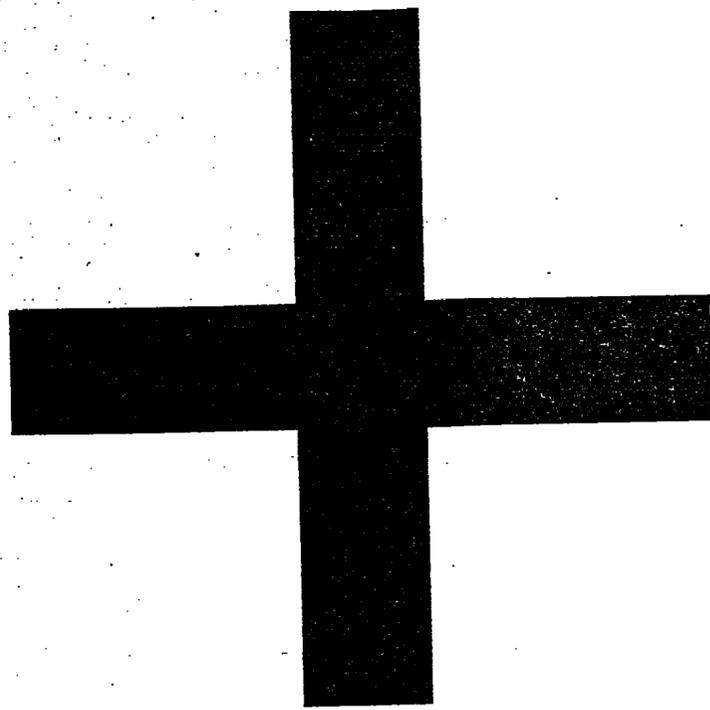
The judge decided that the appropriate figure for special damages to the date of trial was £32,000 plus interest. On damages for future loss he did not assess any figure because he took the view that the damages under that head together with the damages for pain and suffering would, after taking account of the special damages, greatly exceed the statutory limit of £43,893.

He had held that Nash were entitled to limit their liability under section 503 of the Merchant Shipping Act 1894, as amended by section 3 of the Merchant Shipping (Liability of Shipowners and Others) Act 1958. That was wrong. On damages for pain and suffering he did not express any view. In those circumstances the case would have to be sent back to the judge so that he could assess the appropriate sums by way of damages for future loss and for pain and suffering and loss of amenity. Solicitors: Mackrell & Co, Woodford & Ackroyd, Southampton.

Handwritten signature or note at the bottom of the page.

April 17 1986  
ers liable  
igence of  
company

مكتبة ابن رشد



64p

A SMALL POINTER TO HOW MUCH OUR OFFER EXCEEDS  
THE DISTILLERS SHARE PRICE.

The Guinness offer is unanimously recommended by the Board of Distillers.  
The closing date is tomorrow Friday April 18th at 3 p.m.

**GUINNESS PLC**

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Vertical text on the right margin, including words like 'strike', 'hit', 'power', 'cam-', 'mens', 'hoped', 'uld be', 'uclour', 'p to a', 'elec-', 'sources', 'ls for', 's are', 'Lanka', 'air', 'mbas-', 'susp-', 'with', 'is. Mr', 'ngem', 'resent', 'while', 'foreign', 'Bo-', 'h his', 'Se-', 'a on', 'mon', 'tinge', 'spen-', 'has', 'are', 'Pozz', 'the', 'rence', 'S', 'Pl-', 'ng a', 'inly', 're', 'th', 'Park', 'Julia', 'est-', 'with', 'year', 'y pri', 'mole', 'mily', 'till', 'an,', 'ive', 'ort', 'he', 'er', 'w.', 'S. □', 'table', '7-46'

# GENERAL APPOINTMENTS

April 17, 1986

**L**et's stop fudging the issue. We have become expert at avoiding the main point — namely that for a free democracy economically founded on capitalism we are doing badly. We are not creating enough jobs. We are not exporting enough. Our educational system is flawed, above all we are not creating enough wealth. Part at any rate of the reason for this is attitude. We stubbornly resist using results as the key arbiter of performance and the focus of our activities, whether in education or in business.

Just visit Houston, as one of my team did recently, and feel the difference — clinching the sale, completing the deal, developing the business and growing the wealth-dominated thinking. So washing machines are sold with the plug and the store installs them for you. So companies, individuals and state co-fund education are geared to improving career prospects. So customer service is a virtue and many people have two jobs to get ahead faster.

At the centre of all this, and relevant to a businessman writing on these pages, is the determination to reward people flexibly by their performance — not covertly,

not apologetically, but genuinely and with confidence. In my job I have seen how vital people are, and key managers most of all. We must make sure they are motivated, rewarded and retained in a way that thrills them and reinforces the operating realities of the business. Part of this is sharing the risk of failure and that means building their financial packages carefully.

You need to understand the company, and the individual, you need full taxation expertise as well as that of communications, personnel and recruitment. The ultimate challenge, what is now in all senses "the bottom line" is the satisfaction on all sides of competing successfully and growing wealth rapidly. Then we can turn to treating our social problems, then we can help improve our inner cities — indeed the very process of growth will have helped this happen.

Flexibility and a link between pay and performance are not the exclusive province of management. The Chancellor's 1986 Budget blamed the rise of pay rates and consequent uncompetitive unit/labour costs on the inherent rigidity of our pay system. Mr Lawson's hope is that, given some

**Future success in business and education is about rewarding people — not fudging the issues, says James Cooke**



form of tax incentive, wage costs can be controlled by a relationship between company performance and pay instead of one between performance and manning levels.

Consequently, job losses will cease to be the first recourse when profit margins are squeezed. The bonus systems current in Britain tend to be just that — bonuses. They reward extra effort on top of normal pay for the job — there is rarely, if ever, any question of the level of "normal pay" being reduced.

The Chancellor's idea in effect amounted to more than a recommendation for flexibility in pay. It amounted to a call for a change in attitudes between the employer and the employee — for a new partnership in industry. And this lead is welcome, and necessary.

Japanese companies, whose schemes are related, although in peculiarly Japanese ways to company performance, pay at least four and five months' incremental salary (or about 33-40 per cent

bonus) in two roughly equal bonuses in June and December. The annual bonus has, occasionally, amounted to 50 per cent of salary. Sums that large would make anyone sit up and take notice — and variability on that scale would provide enormous room for manoeuvre.

Robert J. Ballou of the Institute of Comparative Culture reports seven occasions in 1974 (during the time of the oil shock) when companies paid the bonus but "invited" employees to lend a large proportion back to the company! It is reported that none refused! That is real partnership, and that is the competition we and the Chancellor are facing.

What of the reality, what of the British disease of fudging — just look at the advertisements on this and adjacent pages. If they are like those of the past few weeks with few exceptions they offer "competitive salaries" (keeping up with the Jones's), "salaries depending upon experience and qualifications" (no reference to performance), a pleasant working environment, exciting challenges, attractive benefits, etc.

But no suggestions that remuneration will be linked to results.

And yet how does this square with the widely quoted belief that British industry is moving swiftly to rewarding its executive strictly according to performance or the Chancellor's budget call for flexible results oriented compensation?

The recruitment and remuneration teams in my company find that reality is different. Few executives share incentive schemes yet need the achievement of a target performance level; few organizations have yet related pay to individual performance. On the fiscal front we repeatedly encounter corporate programmes that do not take taxation into account.

We have also found managers frustrated by the fudging of executive pay and keen for a salary policy and structure that really contributes to growing their company. They want a chance to lead and dominate their competitors, an approach that helps them win. And this is not impossible. In the 1980s we need corporate salary policies that contribute directly to the company's success rather than merely reflecting what others are doing.

The potential competitive benefits to the company that is

prepared to care and show it cares are immense, and inevitably expertise and up-to-date expertise at that, is needed.

And a final word about communications. The whole point of the partnership between the company and its employees is to enhance motivation and commitment and that means a special need for improved communications. Time is not wasted involving people, explaining to them the benefits and the opportunities available to them. How few employees are made to feel fully involved, directly cared for or wholeheartedly valued simply because no one has told them properly?

Of course it can be complex, of course the company's own needs must be met and of course managers may need some help — but get it, use it and take advantage of it. A great measure of the secret to success in the future will be clear and distinctive financial reward for the top performers — the companies that stop fudging the issue will win.

The author is chief executive of Binder Hamlyn Management Consultants

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West London  
£20,000

Our client is the central research laboratory servicing an international metals industry. Established over 50 years and now on the point of moving to new purpose built premises, the Institute is financed by the governments of the world's major producing countries. Its job is to research the properties of the metal, its alloys and chemical compounds, and to develop new applications.

Internal promotion and recent retirement require the appointment of a new Head of Research. Reporting to the Institute's Director, the appointee will carry full responsibility for proposing and managing a very substantial research programme.

Applicants should have a good degree and ideally an advanced qualification, with several years' experience managing chemical, metallurgical or engineering research projects, in an industrial or academic setting.

For informal discussion and information pack describing the appointment, please telephone Peter Nielsen on 01-387 6667 or write to him quoting Ref. G485 at Grosvenor Search International Ltd, 359/361 Easton Road, London NW1 3AW.

**Grosvenor International**

**Food Technologist**

Safeway the world's largest food retailing group, with 126 stores throughout the UK always set the standards for quality and hygiene in the retail industry.

As a result of a retirement, we are looking for a suitable replacement to work in our Q.C. team on dairy and non-food products.

You'll be concerned with maintaining the highest product standards — not only from outside manufacturers but for our popular own-label products.

This will be a roving commission, often travelling throughout Europe and the UK, to check on processes, premises and labelling to ensure their compliance with statutory regulations.

Reporting directly to the Quality Control and Hygiene Manager we'll expect you to operate independently and plan work schedules — working in close co-ordination with our buying group.

Aged up to 50 you'll probably be a science graduate or have a qualification in food technology and have at least 5 years' relevant experience with good communicating skills — both verbal and written.

Your overall brief will extend across all Safeway's interests.

We offer the benefits associated with a large company including contributory pension scheme, life insurance and private medical cover. Please write in the first instance giving full career details to Mrs. Barbara Hodge, Personnel Office, Safeway Food Stores Limited, Stoneborough House, King Street, Maidstone, Kent ME15 6AW.

**SAFEWAY**

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Competitive salary + car  
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**MRP, JIT, CIM.**  
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If the answer is yes, we would like to meet you.

At Coopers & Lybrand Associates, already the largest firm of financial and management consultants in the UK, the rapidly growing demand for our services means that we need more top calibre, experienced manufacturing professionals to join our manufacturing industry group.

Our need is for consultants who have had practical experience in implementing MRPII, CAD/CAM or factory automation and in applying modern manufacturing philosophies such as Just In Time. You will be an individual who shares our recognition of such systems and concepts as vital tools in the increasingly competitive manufacturing world and who has the foresight to understand the importance of developing towards CIM. The ability and determination to progress our already outstanding track record of managing rapid and successful change in the manufacturing environment is essential.

Your background may be as a materials manager, a production manager, engineer or controller, a factory manager, or in systems. Our key requirement is practical experience in managing the introduction of change. Our clients expect results in terms of reduced inventory, improved manufacturing efficiency, reduced lead times, better customer service and reduced costs. Our work is difficult. Challenging. And definitely not routine.

We offer rapid career development, exposure to a wide range of companies and a key role in one of the country's most successful consultancies.

A generous remuneration package will be offered to candidates with the right experience. Relocation should not usually be necessary as we have vacancies in London and most of our regional offices.

If you feel ready to meet the challenge, are aged between 25 and 35 and have an impressive academic and professional track record, send a full career resumé, together with daytime telephone number to Ref. T03/7, John Yeomans, Coopers & Lybrand Associates, Harman House, 1 George Street, Uxbridge UB8 1QR.

**Coopers & Lybrand**  
For business committed to growth.

**Technical Support Manager**  
City  
c.£25k Package

To play a leading role in the City Revolution, skill, dedication and professionalism are fundamental qualities.

However, to be instrumental in bringing about this change you need to be able to fine-tune the latest technologies.

You will join an existing team of highest calibre professionals dedicated to the global implementation of real-time and distributed database, OA and telecommunications systems, for a leading City institution.

Yours will be a role of key strategic importance to the planning, running and implementation of a new multiple VAX installation.

If you have over four years experience within a VAX systems environment, this is an opportunity for you to become involved at the leading edge of the technical revolution within the City.

To apply, please telephone or write in the strictest confidence to Brian Burgess or Marion Fry quoting Ref: C129.

**Lloyd Chapman Associates**  
International Search and Selection  
160 New Bond Street, London W1Y 0HR.  
Telephone: 01-408 1670.

**FINANCIAL CONSULTANCY**  
**A GROWTH AREA OF THE MOMENT AND OF THE FUTURE - DON'T MISS OUT!**

FPS (Management) Ltd is a leading firm of financial consultants and because of phenomenal expansion in 1986 is looking for outstanding individuals to complement its London based team of professionals.

The right individuals (aged 23+ and based in London) will be energetic and intelligent, highly motivated, hardworking and able to absorb new ideas quickly.

Full training will be provided.

Remuneration expected to be in excess of £15,000, and lead to management in the first year.

This is a superb opportunity to develop your own business and career path in a growing company and in an exciting industry.

For further details phone the Recruitment Manager on 01-240 9058.

**FPS**

**ARE YOU DOING THE JOB YOU WANT TO... OR HAVE TO?**

Many of us are so involved with the jobs we're doing and the responsibilities we have that we seldom stop to wonder whether we are making full use of our potential.

We are working because we have to — we have mortgages to pay, families to support, rates, gas, electricity and the list goes on. These are not so much excuses as facts of life.

Another fact is that most of us have a nagging doubt that we could be doing better but we just don't know what to do about it.

Chusid Lander has changed all that.

We are a group of specialist career consultants whose sole function is to guide executives and professional people and help them achieve their individual objectives.

We guarantee that we will commit our time and effort until you are satisfied that your career objectives have been realised.

For thirty years we have been striving for the best. Now it's your turn!

Telephone us to arrange a confidential personal assessment without obligation, or write to The Administrator Ref A/2/1 35/37 Fitzroy Street, London W1P 5AF — enclosing a brief career summary.

LONDON 01-580 6771 MANCHESTER 061-228 0089  
BIRMINGHAM 021-643 8382 NOTTINGHAM 0949 37911  
BRISTOL 0272 22367 GLASGOW 041-332 1502  
BELFAST 0232 621824

**CHUSID LANDER**

دليلك هو

# GENERAL APPOINTMENTS

## KEY SALES PROFESSIONALS

**Lynwood Scientific is a successful British Company based in Alton, Hants which over 16 years has won an international reputation as a designer and manufacturer of high performance intelligent terminals ranging from Alphamumeric displays to colour graphic workstations. We're problem solvers, not hot shifters and we know people are our prime resource. Our growth programme now calls for an expansion of our sales team.**

**Lynwood is looking for high calibre, ambitious professionals and will reward them accordingly.**

**ALTON HEAD OF SALES**

An experienced professional manager, ideally a graduate, is needed to lead our Sales and Customer Support team. He/she should have a thorough knowledge of the microcomputer/intelligent terminal markets and be mature, energetic and committed to maintaining our position as a leader in the field.

**ALTON SALES SUPPORT SPECIALISTS**

We seek qualified Engineers who prefer to work in the Sales/Applications areas. They should have a background in communications, software or computer systems hardware, be confident but tactful and capable of working under their own initiative, often at customer sites.

**ALTON & LONDON SALES EXECUTIVES**

Candidates should have a strong technical background in computers or related products and be able to match potential users' problems to the solutions we can offer. We would expect applicants to have had previous sales experience, be self motivated and capable of setting targets and achieving results.

In the first instance, write to Jenny Adams with brief career details, or phone (0429) 87024. All applications will be treated in confidence.

Lynwood Scientific Developments Limited,  
Park House, The High Street, Alton, Hampshire GU34 1EN

**LYNWOOD**  
The intelligent terminals people

## Managing Director

ANGLIAN WATER AUTHORITY

Anghian Water is a business providing water supply, sewage treatment, land drainage, sea defences, and water based recreation, to an area stretching from the Humber to the Thames. More than 5,000 people are employed and turnover is around £300 million. HQ is in Huntingdon.

- RESPONSIBILITY will be for ensuring the delivery of an acceptable service in a cost effective way, and for masterminding the successful development of the organisation through Privatisation.

- THE REQUIREMENT is for a record of successful large-scale general management. There is a preference for experience of profit responsibility and involvement with technical services or products.

- AGE 40 - early 50s. Salary negotiable but unlikely to be less than £40,000.

Write in complete confidence to A. Longland as adviser to the Authority.

**TYZACK**  
6 PARTNERS LIMITED

10 Hallam Street, London W1N 6DJ. Telephone: 01-580 2924

## SENIOR RESEARCHER

Spencer Stuart, one of the leading executive search companies worldwide, is seeking a Senior Researcher to join its team.

The Researcher need not necessarily come from a similar environment. People with a research background and who are familiar with the financial services sector would be of particular interest. Applicants must have a good understanding of company organisations and management structures and should also have experience of working with computerised files and retrieval systems.

He or she should be highly motivated, and able to work alone - often under pressure.

Spencer Stuart London is part of an international network. The environment is professional, stimulating, and congenial. If you have the experience outlined and would like to explore this opportunity please write, enclosing a curriculum vitae, in strict confidence, to:

Robert McCrum, Company Secretary,  
Spencer Stuart,  
Brook House, 123 Park Lane, London W1Y 4EJ.

## PER

Britain's Largest Executive Recruitment Consultancy

**Senior Manager**  
Chemical Manufacture  
£18,000 + car + benefits North East

My client, a well founded custom manufacturer of chemicals, is seeking an experienced Manager to add to an extremely strong management team. You will be responsible to the Operations Director for the production and engineering functions within the company. The most exciting standards are maintained through your growing workforce of 65 is both highly trained and dedicated. You will be assisted by a Works Manager. Your role will embrace a vital input into company analysis and formulation and the formulation of policy, working closely with the R&D and commercial functions. Aged 35-50 you will have a top class degree in chemistry or chemical engineering. Your industrial experience will include at least five years as Manager of a chemical works (preferably a company with a turnover around £10-15 million pa). Some experience in economic analysis of projects and formulation of capital proposals is necessary. Your personal qualities will provide you with the energy, confidence, common sense and good judgement which are essential. Your courage, assertiveness and will to grow will promote new, adventurous ideas while your self control and maturity will make you an excellent member of the management team. If you have the energy, commitment and expertise to grasp this opportunity you will be rewarded with a salary of £18,000 plus car, plus usual benefits.

Send full cv to: James Morrison, PER Management Selection Division, 5 St Andrew Street, Warrington, Cheshire WA1 1SL.

**Ships' Security Controller**  
£11,000 + benefits South East

Townsend Thoresen the leading cross channel ferry operator, are recruiting a ships' security controller for their Dover operation, due to retirement. Responsible for a staff of 30, duties will include the investigation of breaches of security, administering standard procedures for the efficient use of cash and property and responsibility for the efficient function of the computerised stock control section. Aged 35+, candidates will be able to combine investigative experience with proven administrative ability. Some knowledge of computerised systems would be an advantage. The position would suit ex-services or police personnel, or someone with security experience within industry. Relocation expenses will be available if appropriate.

Send full cv to: Joyce Eldridge, PER, 5 London Road, Maidstone, Kent ME16 8HR.

**Project Engineer**  
Leading to Production Management  
£12,500 Southern Hampshire

Our client is a progressive, yet well established, international company, brand leaders in the field of health care. Based on the South Coast, they can offer a very rewarding career to the right candidate. Being part of a highly motivated engineering team, and with a workforce of 700, you will need to have the qualifications, confidence and integrity necessary to progress quickly to a key management role. You will be a natural leader, innovative, with excellent interpersonal skills and a proven history of success in the projects you have so far carried out. Your career will reflect your ambition and capability. Joining a company that is already highly successful and currently investigating new products there will be every opportunity to exercise your full potential. You will be working on varied production projects and investigating maintenance programmes, new materials and machinery. You will be a graduate, 25-38 and preferably have at least three years' experience of high speed production machinery in an engineering environment. An excellent benefits package will be offered to the successful candidate.

Send full cv to: Pauline Morgan, PER, 62-64 High Street, Southampton SO9 2EG.

**Product Trainer**  
Distributed Control Systems  
£12,500 Herts

These sophisticated and flexible systems require effective training for customers and in-house engineers alike. It will be your brief to develop and conduct training programmes relating to a major new system introduction. With a comprehensive grounding in systems engineering your greatest asset will be your communication skills and ability to convey complex information to a variety of professional people, who are a mix of engineers, technicians, your own ideas and methods. Some software and process control experience would be a distinct advantage.

To apply, send your cv to: Bruce Davies at Taylor Instrument, a Division of Combustion Engineering, Gannock Wood Road, Stevenage, Herts SG1 2EL or telephone on (0438) 312366.

**Project Sales Manager**  
Excellent salary Midlands/Home Counties

Fortress Interlocks Ltd is the leading UK supplier of key interlock safety systems for use on power generation, machine guarding and process plant. A new vacancy has arisen for a Project Sales Manager to take full responsibility for sales of this interesting product to major contractors and specifiers, both in the UK and abroad. Applicants, who should be qualified engineers, must have senior sales experience in the process plant or power generation field and be capable of representing the company at all levels. An excellent salary and benefits package is offered, plus car and the successful candidate can expect good promotional prospects in this small but fast growing company.

Apply in confidence with full resume to: Mr N J Young, Managing Director, Fortress Interlocks Limited, 148-150 Birmingham New Road, Wolverhampton WV4 6NT.

**Sales Representative**  
£10,000 + 1.6L car

Part of one of the largest steel stockholder groups in the UK and Eire, this company requires an experienced candidate for sales of plates and sections, London, North of the Thames, Essex & Herts. A successful sales record, office or field based in a steel stockholding environment is essential. Detailed knowledge of the Essex area will be an advantage.

Send full cv to: Nadine Whitshire, PER, 5 London Road, Maidstone, Kent ME16 8HR.

**Sales Manager**  
Defence Products  
£15,000 + car South West

Our client is a major European manufacturer of precision engineered polymer products. The company is an important supplier to the defence industry and is fully approved to MOD DEF STAN 05-21. The business plan in the next five years forecasts significant growth in defence products, much of which will relate to advanced material technologies which form the basis of the company's success. Our client now wishes to strengthen its selling activities in this field by appointing a Sales Manager Defence Products. The chosen candidate will be able to demonstrate a record of success in selling to the defence industry. He or she must fully understand MOD organisation and procedures and be familiar with principles of contract management and negotiation including those relating to funded research and development. Co-ordinating the activities of a small team and reporting to the Sales Director the person appointed will be fully responsible for defence product sales in the UK and overseas. Attractive salary, prospects and relocation assistance where appropriate.

Send full cv to: Peter McVann, PER, Grosvenor House, Station Road, Gloucester GL1 1TA.

**Personnel Administrator**  
To £15,000 + benefits SW London

Marketing arm of a large and successful multinational group seeks Personnel Administrator to assist the International Administration Manager in providing a personnel service to its staff, some of whom based overseas. Responsibilities will include recruitment and selection, personnel administration, employee relations, salary reviews and training. Candidates are likely to be in their early thirties. Membership of the IPM advantageous. Ability to operate a microcomputer essential. Salary up to £15,000 depending on experience is enhanced with a generous benefits package.

Send full cv to: Charlotte Rafferty, PER, 319/327 Chiswick High Road, London W4 4HL.

**Engineering Opportunities**

Our clients, international specialist design, development consultants to the nuclear, defence and chemical industries, have the following vacancies.

**Instrumentation Control Engineer**  
27-40 and degree-qualified, to develop control/instrumentation capabilities within European nuclear process and related activities. Salary £15,000 + benefits.

**Project Design/Engineers**  
28-40, degree/HND-qualified, to supplement team activities in numerous projects, from customer liaison and estimation to design. Salary £12,000 + benefits.

Send full cv to: Susan Dorman, PER, 62-64 High Street, Southampton SO9 2EG.

**Project Engineer**  
To £12,000 + bonus + package C London

Samson Ocean Systems Ltd, the market leader supplying specialised mooring systems to the marine and offshore industries, requires a qualified engineer with appropriate design drafting and project experience to join its small Head Office team. Brief will include hydrodynamics, materials stress analysis and CAD/CAM techniques. You will be responsible for designing specialised mooring, fendering and flotation systems. Sales and communication skills are also most important. The company offers an attractive remuneration package and an excellent management opportunity for the successful candidate as it continues to expand.

Send full cv to: Richard Jordan, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

**Design Engineer**  
Negotiable salary West Suffolk

Market leaders in the manufacture of precision seed drilling equipment, and part of a major group, my client is firmly committed to an ongoing programme of design and development. You will be involved in all aspects of the design process, from the conceptual stage through to full production. Aged up to 35 you will be qualified to degree/HND level with experience of light/medium fabrication design and precision engineered products. The company offers a competitive negotiable salary together with a pension scheme. Relocation expenses paid where necessary.

Send full cv to: Andrew Simmons, PER, Block A, Brooklands Avenue, Cambridge CB2 2HL.

**Office Manager**  
£10,500 + negotiable + car Loughton, Essex

Balfour Beatty Building Ltd is a highly successful contracting company within the BICC plc group. Working within a strict budget you will run the complete office with responsibility for staff supervision, training, accommodation and machine maintenance, petty cash and general organisation. You will have a similar background, preferably in the building industry along with an assertive nature with good management and communication skills. The salary of £10,500 is negotiable according to experience. There is a company car and a pension scheme.

Send full cv to: Angela Hume, PER, 2nd Floor, 616-618 High Road, Leytonstone E11.

**Production Manager**  
Attractive salary Northumberland

My client manufactures a wide range of high quality industrial electrical equipment for a variety of major industries. Situated in beautiful rural Northumberland recent considerable capital investment has assured a bright future for the company. Reporting to the Director of General Management, the Production Manager will have responsibility for the productivity and overall efficiency of three production units plus maintenance, toolroom production control, planning, stock control and buying functions of these units. Candidates, aged 35-50, must be educated to a minimum of HNC level. Experience of production management in a high volume assembly environment is essential, preferably in a light electrical industry.

Remuneration includes an attractive salary plus company benefits normally associated with a large company and a generous relocation package.

Phone: John Brady at PER Newcastle on (0632) 618418 for an application form and detailed job specification.

## JOB HUNTERS

For a free job hunting information pack and weekly results on the recruitment market please telephone 011 290 0280 or write to PER, (E.P.) Filwilliam House, 2-4 Filwilliam Lane, Sheffield S1 4JH. For all positions in this magazine applications are invited from both men and women.

**Sales Executive**  
Middle East  
£16,000 Central London based

A successful and established leader in his field, the company represents many manufacturers of television and broadcasting equipment for the Middle East. Your mature attitude, confidence and self-motivation will be fully utilised in developing existing business, creating and identifying new opportunities and securing orders. Add your experience of export marketing, possibly in the Middle East, in equivalent or similar product ranges and you will ensure a key role in the company's expansion programme. London based, with considerable overseas travel the position commands a very attractive salary, bonus and benefits package.

Send full cv, in the first instance, to: Richard Jordan, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

**Area Sales Manager**  
Domestic Appliances  
£13,000+ NW England

AEG have very exciting plans for the year ahead. If you have a highly successful sales record within the industry or in a related area and are looking for new initiatives and challenges which will stretch you to the optimum, we can offer you high rewards for success - providing you can meet our exacting demands. Applicants must live within an area with easy access to the Greater Manchester conurbation - aged 28-40.

Please send full cv, including present earnings, to: Liz McClure, Personnel Manager, AEG (UK) Ltd, 217 Bath Road, Slough, Berks SL1 4AW. Tel: Slough 07531 872350.

**Opportunities for Buyers**  
Approximately £11,000-£12,000

International Generics are well known in the field of broadcasting and communications technology.

**Electronics Buyer**  
Required for our broadcasting subsidiary in London. The company undertakes major projects on a turnkey basis. Responsibility will be for sourcing and ordering components and progressing orders for large capital items.

**Construction Buyer**  
Required for our Purchasing Division in Howe dealing with a range of materials for a variety of projects. Responsibility will be to source and negotiate a wide range of goods and ensure correct and timely delivery. Purchasing experience is essential. Both positions will deal with overseas markets.

Send full cv to: Mrs A Hendrie, International Generics Ltd, 65/67 Western Road, Howe, East Sussex.

**Petrophysicist**  
Excellent salary + benefits Aberdeen

In today's world, funding, appraising and developing North Sea oil and gas resources is a high risk business. One in which the challenges and rewards can be great. As our Piper and Claymore fields mature and Seppis is brought on-stream, we continue to search for new development opportunities. The demands for high calibre technical personnel remain as high as the day we started. This new position requires an experienced, graduate geologist/geophysicist/engineer to supervise and perform all types of petrophysical operations related to the development of Occidental's North Sea fields. Specifically you would undertake the following duties: supervise logging operations, perform all open hole and cased hole log evaluation and core analysis procedures, incorporate petrophysical and stratigraphic information into log evaluations, correlate log responses and evaluate results with reservoir performance and other engineering data, develop and present petrophysical field studies, train and supervise other technical personnel in log interpretation. You should have a BSc in geology, geophysics or engineering coupled with one-four years' experience of field operations with particular emphasis on well-site data acquisition and log evaluation. In addition to a secure but challenging future, Oxy can offer you an attractive salary and fully comprehensive benefits package including pension scheme, life assurance, subsidised staff restaurant, sports and social club and generous relocation assistance. Please write enclosing a full cv to: George Fowler, Employee Relations Department, Occidental Petroleum (Caledonia) Limited, 1 Claymore Drive, Aberdeen AB2 8GB.

**Engineering Manager**  
Food Processing  
Negotiable salary + car East Midlands

A complex high volume modern processing plant producing a range of quality prepared foods, both fresh and frozen. Paddy's has an enviable growth record and ambitious future development plans. Part of the senior management team, you will face a challenging and demanding task providing all engineering and maintenance services to a consistently high standard in this rapidly expanding operation. A qualified Engineer, between 30 and 45 years, you should have spent several years in plant engineering management preferably in the food or frozen food industry. Experience of refrigeration and/or packaging would be an asset and the ability to handle pressure is essential. A competitive salary will reflect the importance of this position and benefits include car, pension, life assurance and relocation expenses. Please write, enclosing a cv or phone for application form to: HJ Sanders, Personnel Division Manager, G W Padley (Poultry) Ltd, Anwick, Sleaford, Lincs. Tel: (0526) 832661.

**Engineering Manager**  
Electronics

Vernitron design and manufacture a wide range of electronic ignition and controls, piezoelectric products, transducers and mica capacitors. We are seeking an experienced Electronics Design Engineer, preferably a graduate, who will manage and contribute to a small team of design engineers, dedicated to achieving an expansion of our range of electronic ignitions and controls for the gas industry. The appointment will carry a salary, including a company car, reflecting the experience and ability of the successful applicant, who will become involved in direct contact with our customers.

Please apply to: Mrs J Huxford, Vernitron Limited, Thornhill, Southampton SO9 5QF.

**Woodstock**  
ADMINISTRATOR PRODUCTION ASSISTANT

Woodstock manufacture and retail the best quality kitchenware and furniture in Britain. We require a meticulous and dedicated person to join our busy management team to be responsible for purchasing, stock control and assisting in scheduling. Some technical knowledge of woodworking essential. Excellent salary and prospects for career advancement.

Ring 01-833 0404.

**TRAVEL CONSULTANT TRAILFINDERS**  
£10,000 + P.A. After 12 Months

If you are well travelled with an aptitude for selling or have previous travel agency experience and are looking for a fast moving, challenging job in a very busy and progressive retail agency, then apply to us.

Situated in Kensington with all licences. Travicom and the most advance technology, we are market leaders.

Written applications and C.Vs to:  
DIANE BRANDON,  
TRAILFINDERS TRAVEL CENTRE,  
42-48 EARLS COURT ROAD,  
LONDON W8 6EJ.

**ARE YOU EAGER FOR SUCCESS? ARE YOU AVAILABLE NOW?**

As a result of our continued growth we require several MANAGEMENT CONSULTANTS to maintain our development.

Could you be one of them?

You must be highly motivated with an appetite for achievement. Your successful track record will show that you are thoroughly experienced in the business to business area and capable of problem solving for small and medium sized companies, be they financial, commercial or manufacturing.

You will receive comprehensive training and the back-up necessary. A first-rate remuneration package commensurate with effort is offered.

If this is your sort of challenge and you are free for an IMMEDIATE START, join our expanding team, please send complete career details to Mark Quinry, Ref: T1500, Independent Consulting and Management Company Ltd, Universal House, 56-58 Clarence Street, Kingston-upon-Thames, Surrey KT1 1NP.

31 1181

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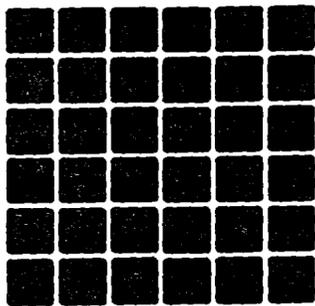
JOB YOU E TO?

LANDER

# GENERAL APPOINTMENTS

## HONOURS GRADUATES

# Seeing is believing?



If you look directly at the grid, you will see a series of grey dots between the squares. They don't exist. Your eyes are being deceived by an optical illusion.

Dealing with things that are not always as they seem on the surface is an everyday part of the Tax Inspectors' work. In assessing the tax liabilities of businesses of all types and sizes they must apply their powers of analysis and perception - sometimes intuition - in reaching a fair conclusion. All part of a distinctive career of exceptional challenge and variety, which offers a structured and progressive path for the ambitious.

Through intensive training, you will develop the skills of a lawyer, advocate, accountant, investigator, negotiator and manager. Within a few months you can expect to be handling your own casework. After 3 years you will be managing a sizeable team of staff, and in due course, you should be running your own tax district.

Qualifications: Under 26 and a First or Second class honours degree in any subject or an acceptable equivalent qualification. Final Year Students may apply.

Starting salary (under review): according to qualifications and experience from £6905 to £8915 for those aged under 26 and from £9665 to £10,915 for those 26 and over. You should be earning at least £9445 after 2 years and, 3 years later, you should be on a scale rising from £14,575 to £18,360. If you fulfil your promise, you should later be on a scale rising to £22,925. Beyond this there are opportunities for further promotion to the most senior grades in the Civil Service. SALARIES HIGHER IN LONDON (£1365, £765 or £545 according to location). Training can usually begin at an office in the area of your choice.

To find out more and for an application form write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: A/86/320/135.

The Civil Service is an equal opportunity employer.

## Business Careers in Shell

### Business Consultancy Start



The size, scope and diversity of Shell's worldwide business activities present a unique management challenge both now and in the future. The Business Consultancy Division of Shell International Petroleum Company provides an internal consultancy and problem solving service to Management in Shell International and other Shell Companies.

To join this Division we are looking for exceptionally talented young men and women with the ability and drive to reach senior management levels in an international environment.

Successful candidates will hold a good honours degree in a numerate discipline, be in their mid-20s/early 30s and have at least three years practical experience, either in Management Consultancy, Operational Research, Commerce or Industry. Evidence of entrepreneurial ability and commercial negotiating skills is also required.

Business Consultancy is an excellent start point for a career move, usually within three to five years, into other business areas such as International Oil Trading and Supply, Marketing and Transportation in Oil, Natural Gas and Chemicals and other areas of diversification.

The Division is based in Shell Centre, London and a limited amount of overseas travel will be necessary. In addition to a very competitive salary, benefits include a first class pension scheme and extensive sports and social facilities.

Please write or telephone for an application form quoting reference number 22/86 to: Shell International Petroleum Company Limited, Recruitment Division (PNE/L/231), Shell Centre, London SE1 7NA. Telephone: 01-934 4626 or 01-934 6966.

## Head of Publications

The CBI's publishing activities have been developed substantially in recent years as an integral part of its Public Affairs activities - a 'high profile' operation geared to putting across the business view effectively for CBI members in industry and commerce.

Reporting directly to one of the CBI's Deputy Directors-General, this is a key appointment within the organisation. The essential framework is in place - we are looking for a commercially-minded professional to take over the reins. Experience of operating in a similar lobbying environment would be a distinct advantage - the ability to work creatively under pressure and to tight deadlines is taken as read.

You will be a working journalist with a 'feel' for business matters, 30-45, with a thorough practical grounding in all aspects of publishing production - audio-visual as well as the printed word. Your responsibility will be for the continuing successful development of the existing group of regular publications, including the fortnightly members' magazine CBI News, commercial titles on business topics and a range of policy and publicity material.

The salary will be negotiable, based on qualifications and experience.

Please reply enclosing comprehensive CV and stating present salary to Personnel Department, Confederation of British Industry, Centre Point, 103 New Oxford Street, London WC1A 1DU.



## OXFORD UNIVERSITY Director of University Development Office

The Directorship of the Development Office is a new post, reflecting the University's intention to expand its fund-raising activities and develop a long-term strategy for the improvement of its financial position.

The brief calls for energy and diplomacy of a high order. It is desirable that candidates should have a record of substantial success in fund-raising, but careful consideration will also be given to other candidates who can demonstrate relevant experience in education, commerce or industry, aptitude and enthusiasm for the job, and a commitment to higher education.

The salary of the post will be at Professional level.

Those interested should obtain further particulars from the Deputy Registrar (Administration), University Offices, Wellington Square, Oxford, OX1 2JD. (Tel: 0865-56747 ext 249), by whom applications should be received not later than 9th May 1986.

## Mortgage Inspectors. Provident Life needs you.

The pioneers of endowment mortgages urgently need more inspectors to join their sales team in this area.

### The Qualifications

Successful applicants will have some knowledge of the mortgage market and also the ability to develop mortgage business alongside our new portfolio of savings and pension plans.

### The Rewards

Working with the 'Plus Factors' we build into our policies, the rewards include a basic salary, commission, company car, bonuses and a preferential mortgage scheme.

If that's a challenge that appeals to you, dial 100 and ask for Freephone Bishopsgate, or write to Alan Gearing for our sales career information pack.

Provident Life Association Limited, Provident Way, Basingstoke, Hampshire. RG21 2SZ. Tel No: 0256 470707.



### Jobs with a + factor

provident life association

## CHIEF EXECUTIVE

£35,079 - £38,595

The County Council is the largest employer in Gloucestershire with a total workforce in excess of 18,000 and a gross annual expenditure in excess of £245M. The Council, which has a long established commitment to the corporate style of management, is seeking a new Chief Executive, following John Miller's retirement in August from this highly demanding post.

The Chief Executive leads the Chief Officer's Management Team, advising the County Council on general management policy matters and assumes overall responsibility for the effective implementation of the Council's programmes.

A proven record of success at senior management level within a large organisation (not necessarily a Local Authority) and the ability to lead a multi-disciplinary management team, is essential so that identified objectives are achieved. An appreciation of the political environment is necessary together with the skills to manage effectively within it. The appointment will be offered on the basis of an initial five year contract. The County Council offers relocation expenses to this highly attractive area of the Country, together with an essential car user allowance.

Further details and application forms are available from: The County Personnel Officer, Quayside Wing, Shire Hall, Gloucester. Telephone: 0452 425051. Closing date for receipt of applications: Wednesday, 7th May, 1986.

Gloucestershire County Council  
AN EQUAL OPPORTUNITIES EMPLOYER

responsibility for the effective implementation of the Council's programmes. A proven record of success at senior management level within a large organisation (not necessarily a Local Authority) and the ability to lead a multi-disciplinary management team, is essential so that identified objectives are achieved. An appreciation of the political environment is necessary together with the skills to manage effectively within it. The appointment will be offered on the basis of an initial five year contract. The County Council offers relocation expenses to this highly attractive area of the Country, together with an essential car user allowance. Further details and application forms are available from: The County Personnel Officer, Quayside Wing, Shire Hall, Gloucester. Telephone: 0452 425051. Closing date for receipt of applications: Wednesday, 7th May, 1986.

## Fund Manager (Fixed Interest)

An established UK clearing bank seeks a suitable person to be responsible for managing the UK gilt, Eurobond and Institutional Pension Fund portfolios.

The suitable candidate will ideally have knowledge of the Eurobond market. The position will involve working with a small team and has good long-term prospects.

SALARY c.£20,000 + normal banking benefits. In the first instance, call Christine Hough on 01-481 3188 in complete confidence.

CHARTERHOUSE APPOINTMENTS  
CHARTERHOUSE APPOINTMENTS LIMITED  
FLOOR HOUSE, WOODLAND CLOSE, LONDON E15 4AA. Tel: 481 3188

## BUSINESS EXECUTIVE

For the Mayfair office of an expanding worldwide company with interests which vary from publishing to retailing. We need an experienced executive preferably with a legal or accountancy background to take charge of specific divisions and or co-ordinate projects and day to day matters. An immediate start is envisaged and terms will be tailored to the individual. Reply Ref GS - 01-409 0868.

## JOB SEARCH SUCCESS.

No matter whether you are seeking another job or considering a new career, we can provide you with effective and professional help. Our service is tailor-made to your needs and circumstances. With coverage of both advertised and unadvertised vacancies, we aim for more success - in less time and at less cost. For a free, confidential discussion, senior executives are invited to contact us at:

Mainland Executive Services  
Elizabeth House, 52 Suffolk Street, Birmingham  
Birmingham 021-643 2924  
Nottingham 0692-114360  
Maidenhead 0628 73212  
Guildford 0482-503355

## SALES PROFESSIONALS Are you realising your full earning potential?

OTE £17-25K+ car  
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In the highly competitive business equipment market, Canon lead the way.

Our Fax machines, electronic typewriters, word processors and comprehensive range of photocopiers (including our exciting new high volume copiers) dominate the market.

We're aiming to capitalise on our powerful position by recruiting more experienced sales people for ourselves, and our Canon Dealers, nationwide.

All positions offer unprecedented sales opportunities which will appeal to true professionals who have considerable sales skills and an impressive record of success, not necessarily in the business equipment market.

You should be looking for on-target earnings of at least £17,000 - and with Canon you should achieve it and more - plus a company car and a full range of benefits.

You should also be young enough, dynamic and ambitious enough to be looking for career development potential - and with Canon you could achieve that rapidly.

If you want to join an organisation who recognise your true sales abilities, and pay you well for them, contact us now!

Please write, enclosing your full CV to Richard Wray, Regional Manager, Canon (UK) Limited, 3 Hall Road, Meylands Wood Estate, Hemel Hempstead, Herts. HP2 7BH.



## Automation JOHN BROWN

## TECHNICAL DIRECTOR

COVENTRY ASSEMBLY AUTOMATION  
John Brown Automation is one of the world's leading companies in the field of assembly automation. We have a turnover of about £5m (of which 60% is export), a workforce of 140 and our order book is presently £10m.

The main part of our business is the production of specific machines or systems to customer order. Our technology involves the integration of mechanical, electrical and electronic engineering and our success is largely based on this interdisciplinary capability.

We wish to appoint a new Technical Director who will have the energy, technical ability and leadership skills to ensure that we remain at the leading edge of new developments in automation technology. You will take full responsibility for all aspects of design with total staff reporting to you of over 30. You will represent the company in all technical matters both in the UK and abroad.

We believe that candidates are likely to be in the age range 35 to 50 and will certainly have a formal engineering qualification to at least BSc standard. Obviously, experience of design in the assembly automation field is an absolute requirement. Equally, knowledge of current electronic control devices and systems including PLC's and computing equipment is essential.

The appointment offers a top decile salary with prestige company car and other benefits associated with a major company. Relocation expenses will be paid where appropriate.

If this might be an appropriate career move for you, please telephone me, Derek Harbour, Managing Director, John Brown Automation either at our office (0203 473748) or at my home (0676 32295) today. I will be happy to discuss the details with you and to arrange a meeting if appropriate.

## THINK POSITIVE!

We did. And successful selling made us Number One in Instant Services for Retail Outlets - all over the world. Now due to our dynamic expansion we have outstanding opportunities for a limited number of men and women to become

## SENIOR SALES EXECUTIVES

We are searching for experienced professionals in their late 20s to late 30s who have the potential to succeed in a fast moving multi-national company. You should be versed in the high profile area of consumer durables, with your own car and telephone, and expect to earn a minimum of £17,000 p.a. plus generous business expenses.

Full training both in house and in the field will be a matter of course. If you believe in your own entrepreneurial flair and can use and react to strong business language, telephone our Personnel Director on 01-627 4000 or write with a full CV to Kis Services (UK) Ltd., Kis House, Unit A, 1 Penton Road, London SW8 5BA.



## SALES EXECUTIVES

### THE JOB

To sell a logical, efficient, time saving and cost effective media service to Senior Managers and Directors of companies throughout the UK. The first few months will involve energetic telephone sales work but the opportunity to meet with clients and sell 'face to face' will become available soon after your training period. The job is based in London W3.

### THE APPLICANT

Sales experience is NOT essential, but all applicants must have some commercial experience and be aged between 21-35 years. You must be able to express yourself clearly, be persistent and seek an opportunity where high rewards and career growth are available through daily efforts and success, not through dead people's shoes and bureaucracy.

### THE PACKAGE

A basic salary of between £5,000 and £8,000 p.a. dependent on experience, plus a very attractive commission scheme giving on target earnings of £15,000 in your first year and £20,000+ in your second year (All business expenses are paid). We offer you the chance to join an ambitious and expanding market leader, established for over fourteen years.

TELEPHONE DAVID GODDARD ON 01-743 6321 NOW.  
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Jobs for professionals. Professionals for jobs.

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# GENERAL APPOINTMENTS

## CREDIT & COMMERCE LIFE

is an established life assurance company with a substantial capital base. The company is an associate of a major International Banking Group with assets of over £14 billion and which operates in 70 countries.

### PROJECT MANAGERS TO £21,000 + Share Option Scheme

These vacancies offer major opportunities to participate in the development of our new life assurance systems.

The ideal candidates will have proven design skills and demonstrate the ability to communicate effectively. A significant part of their work will bring them in contact with the decision-makers of a fast-moving insurance company.

We offer an excellent package which includes major benefits.

To apply please write or telephone:

**R.T. Daryanani**  
Assistant Director  
Management Services Division  
CREDIT & COMMERCE LIFE  
74 SHEPHERDS BUSH GREEN  
LONDON W12 8SD  
TEL: 01-740 7070

## APPLICATION CONSULTANCY

### We're more interested in your APTITUDE than your BACKGROUND



**METIER**

If you have a background in engineering, OR, DP or indeed, any practical, numerate field, and you are keen to escape from a routine environment, you should consider joining Metier - the unquestioned market leaders in the world of project management information systems. As an Application Consultant, you will be involved in management consultancy, systems implementation and sales presentations and will have the chance to travel extensively both within the UK and overseas. You will often be expected to meet tight deadlines and no two assignments will be the same. Self-motivated, presentable and highly articulate, you will need proven

computing aptitude but a formal DP background is by no means essential. You may well have a degree in a scientific discipline, and a knowledge of European languages would be very useful. Depending on your experience, we can offer a starting salary of between £10K and £16K, an attractive range of benefits, including a company car, and impressive opportunities for career progression. So, if you are looking for a greater challenge, send a full CV, stating current salary and where you saw this advertisement, to: Diane Wyatt, Consultancy Services, Metier Management Systems Limited, 23 Clayton Road, Hayes, Middlesex UB3 1AN. Tel: 01-848 3400.

## PC RESOURCES The Personal Computer Recruitment Specialists

### SALES PROFESSIONALS IBM PERSONAL COMPUTER LONDON · SOUTH EAST · BIRMINGHAM BRISTOL · MANCHESTER · EAST ANGLIA

The IBM PC Market Place continues to offer the most exciting future for DP Sales Professionals. Our clients, the cream of the PC industry, have opportunities for PROFESSIONAL SALES MEN & WOMEN who wish to build on their success in the industry. The desire to develop a career within a rapidly expanding, dynamic, profitable, secure but demanding and challenging company is paramount.

Our clients are the 'Blue Chips' of the PC Industry. If you are a 'Blue Chip' of the DP sales profession, these are some of the opportunities we can talk about:

- BRANCH MANAGERS:** OTE to £40K
  - MAJOR ACCOUNT SALES MEN & WOMEN:** OTE to £30K
  - SALES EXECUTIVES:** OTE to £30K
  - RECRUITMENT CONSULTANTS (to succeed with us):** OTE to £30K
- PLUS: TELE SALES (Surrey), PC ENGINEERS (London), CUSTOMER SUPPORT (London & Surrey).

For an informal discussion please ring Nigel Wood on 01-580 7988, or write to PC Resources Ltd, Motley House, 323 Regent St, London W1Z 8AG Tel: 01-580 7988 (24 hrs)

## Personnel Officer

£14,000 + other Benefits with Leading Public Company  
Our client is a leading multi-national public company based in an attractive East Midlands location, who is seeking to appoint a Personnel Officer as an important member of a highly progressive personnel department.

- Recruitment of professional & technical staff
- Employment Law
- Counselling skills
- Salaries & benefits administration
- Training & development
- Multi task activity
- General business practice

In the age range of 25 to 35 and of either sex you are likely to have a university honours degree and be able to demonstrate a flexible approach to people and problems and have a desire for career growth.

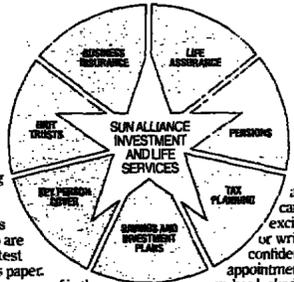
The chosen candidate will enjoy significant benefits, including 5 weeks' holiday, in addition to a competitive salary in line with experience, and relocation expenses in relevant cases.

If you meet the criteria for this important position then please write with a full CV to: Peter Maskrey, C E Heath (Thames Valley) Ltd, 169 Kings Road, Reading, Berks, RG1 4EY

C. E. Heath (Thames Valley) Limited

## Career opportunities open up as Sun Alliance Group moves into new era

# Now that the sun's here, your career prospects are brighter than ever



If you're set on having a better-paid, more stimulating, more challenging career, then recent events at the Sun Alliance Group are certain to rank as the hottest news you'll read in today's paper. What you might not be aware of is the fact that Sun Alliance has joined forces with Phoenix Assurance Group and Property Growth Assurance to form one of the most powerful financial organisations in Great Britain today.

Sun Alliance Investment and Life Services, one of the Group's vital national sales teams, are offering excellent opportunities to people who'd like to succeed in the UK's fastest-growing and most dynamic industry.

If you join us as one of our direct sales consultants, you'll be trained to give people valuable advice on how our plans can help them. And you'll benefit from a career which promises unlimited earnings potential, first rate promotion prospects and lifelong security.



Contact Derek Forbes on 01-680 0606. Or write to him at Sun Alliance Investment and Life Services, Leon House, High Street, Croydon CR9 1LU.

**Sun Alliance**  
Investment & Life Services  
THE CAREER BUILDERS  
A member of the Sun Alliance Group.

## TECHNICAL MANAGER

Norwich Division Salary £27,591

Following the promotion of the previous postholder, applications are invited for the appointment of Technical Manager to Norwich Division. Norwich Division is one of five divisions within Anglian Water and is responsible for the hydrological cycle in an area exceeding 5,000 sq.kms. with 1,376 km. of rivers and 470 km. of sea defences. The Division supplies over 150m litres of water a day to a population of 700,000. The Division has 800 employees and a total annual budget of approximately £40m. Applicants must have a proven record of relevant technical and senior management experience. Professional qualifications in a suitable discipline will be required. The Technical Department is responsible for the formulation and implementation of the Capital Development Programme and all planning, scientific and other technical services. In addition to managing the above activities the Technical Manager is also responsible to the General Manager for the provision of engineering and scientific advice within the Division. The successful applicant will be required to effectively communicate with external organizations and the media on a wide range of activities including engineering works, water quality and environmental issues. The Conditions of Service of the Joint National Council for Water Industry Chief and Senior Officers will apply together with the Anglian Water scheme. Relocation allowances are payable in appropriate cases. Application forms and further details can be obtained from the Chief Manpower Adviser, quoting reference TM1, (Telephone Huntington (0480) 66181 Ext. 2277) at the address below, to whom completed forms should be returned by the 8th May, 1986.

ANGLIAN WATER  
Ambury Road, Huntington, Cambs. PE10 9BZ

## NEWS PRODUCER

Radio Sheffield

To join the newsroom team working primarily on the preparation and production of the station's news output and current affairs programmes, including newsreading, interviewing and reporting. In addition, you may produce feature programmes and take part in announcing duties. Journalistic experience as sub-editor or reporter level, good microphone voice, current driving licence, essential. Salary £9,916 - £14,024 plus allowance of £971 p.a. Relocation expenses considered. Contact us immediately for application form (quote ref. 9570/T and enclose a.s.e.) BBC Appointments, London W1A 1AA. Tel. 01-827 5768.

**BBC LOCAL RADIO**  
We are an equal opportunities employer

## THE GENERAL TRADING COMPANY SLOANE SQUARE

This prestigious department store requires an Office Manager to take responsibility for the running of their new computer based point of sale and related accounts systems. This challenging position would suit someone with experience in managing an integrated computer system (preferably IBM system 34) and who could use his/her accounting skills to meet monthly deadlines in an organised and professional manner. Areas of responsibility will include sales ledger, purchase ledger, stock control and costing. Salary £14,000 pa plus benefits. Please apply in writing to: Gary White, Financial Director, The General Trading Company, 144 Sloane Street, London SW1X 9BL.

## MANAGEMENT OPPORTUNITY

An exciting career is open to individuals (22+) who are single minded and interested in their own future. This is an opportunity to earn over £20,000 p.a. and earn shares in a nationwide group. Please call Mr Pickersgill 01-438 8431.

We are a company well known throughout Europe, the U.S.A. and Canada for our young, high quality ladies fashion. We are currently seeking a SALES REPRESENTATIVE (TRAVELLING AGENT) who, after an initial training period of one month at our offices in Germany, will supervise sales in England. The applicant should show an aptitude for Sales - Management and organization, together with other travelling salespeople, he/she will be responsible for establishing a subsidiary company in England. Applicants should therefore possess a University degree or a similar qualification and should be fluent in both written and spoken German. Age limit: 35 years. We are offering a high salary plus commission, expenses and a company car. Please apply in writing to Mr Webhofer, enclosing a photograph. Bernd Berger - Jungheide GmbH - Wehrstrasse 24, 5202 Bennel 1, tel. 889491.

## A Change of Career

A firm commitment to develop your career. That's what Allied Dunbar is currently offering to men and women who are equally committed to success. Last year alone we spent over £3 million on training programmes for our Sales Associates (25-55) and many of them went on to reap the rewards. For an interview or future details call Peter Richards on 01-637 7200 London and home countries.

Required by The City Business Machines Group to work closely with the Chairman in organising and effectively running the COMMON ADMINISTRATIVE UNIT. Applicants must demonstrate Management experience in sales ledger, purchase ledger, stock control, man management and budgetary control. Age 35+. Excellent financial package offered plus car. For further information contact: Mr Keith Austin, Personnel Department, 15-16 Alfred Place, LONDON WC1. Tel: 01-631 0208.

## Career Crisis?

You may be in the wrong job, have unfulfilled ambitions or have been made redundant. Our unique action-oriented, individually tailored programme for senior executives will ensure that you attain your career objectives quickly. To arrange a free, confidential discussion telephone 01-831-1118

**Executive Action**  
37 Queen Anne Street, London W1M 9PB Tel: 295693

## Legal Recruitment £12,000 - £17,000

Specialist office dealing with the selection and recruitment of solicitors and barristers for law firms and industry seeks a further consultant. While no experience in recruitment and selection is demanded you will be able to demonstrate success in an employment which has some relevance to this work. You will be aged 25-30 and have a tertiary qualification. Reuter Simkin has an established reputation and is a market leader in the provision of recruitment and management consultancy services. It has good City centre offices in London, Leeds and Winchester, sophisticated computerised support and a young highly motivated staff. The company remunerates competitively and does NOT pay commission. Telephone any Director or Consultant to discuss the appointment or, if preferred, write to Robert Macdonald with your Curriculum Vitae: Reuter Simkin Ltd, 26-28 Bedford Row, London WC1R 4HE Tel: 01-405 6852.

**REUTER SIMKIN**  
LONDON LEEDS WINCHESTER  
RECRUITMENT & MANAGEMENT CONSULTANTS

## STANFORD'S INTERNATIONAL MAP CENTRE

The world's largest retail map shop needs two staff, preferably well travelled graduates: work is varied and demanding. Good prospects for seniority. Initial salary according to age and experience. Contact Peter Whitfield at Stanfords, 12-14 Long Acre, London WC2. 01 836 1321.

## WHICH CAREER SUITS BEST?

Professional Guidance and Assessment for all ages. 15-24 yrs: Careers, Careers 25-34 yrs: Progress, Careers 35-44 yrs: Renewal, 2nd Careers. Full details on free brochure. CAREER ANALYSTS 88 Gower Street W1 Tel: 01-552 5211

## LARGE EQUIPMENT MANUFACTURER WITH £75 MILLION WORLDWIDE TURNOVER SEEK

### MANAGING DIRECTOR AND SALES DIRECTOR

SALARIES: NEGOTIABLE PLEASE WRITE IN THE STRICTEST CONFIDENCE TO:-

BOX NO F46, C/- THE TIMES, P O BOX 484, VIRGINIA STREET, LONDON E1.

ENCLOSING FULL CURRICULUM VITAE.

## NEGOTIATOR

For long established firm of chartered surveyors and estate agents in docklands office. Preferably young, energetic, pleasant personality and intelligent to join a young team. Experience not essential. Please write with CV to: N M Sheridan ARICS, E A Shaw & Partners, 216 Tower Bridge Road, London SE1.

## RESIDENTIAL NEGOTIATOR

Experienced residential letting negotiator wanted for South London letting office. Salary £6,000 p.a. + commission Only experienced people need apply. Please Reply C.V. to: HLT Enterprises, 307 Wandsworth Road, London W8

## WANTED FIRST CLASS PERSON.

To manage fashion and specialise shoe shops in Covent Garden. Salary £6k plus commission. Entrepreneur essential. 01 602 2088

# GENERAL APPOINTMENTS

## EXECUTIVE JOB SEARCH

Are you earning £20,000 - £100,000 p.a. and seeking a new job?  
 Connaught has probably helped more executives to find new appointments through its successful executive marketing programme than any other organisation.  
 Contact us for a free confidential fee assessment meeting. If you are currently abroad, ask for our Expat Executive Services.

32 Savile Row, London, W1 **Connaught** 01-734 3879 (24 hours)  
 The Executive Job Search Professionals

**YEMEN ARAB Republic (North Yemen)**  
 Recent major discoveries in North Yemen have created an immediate need for highly skilled resident advisors to assist the Government of Yemen Arab Republic in the development of their energy program. A search for these professionals. All candidates must have a minimum of ten years experience for local positions and a demonstrated background in management as well as technical expertise. International experience is a must and a working knowledge of Arabic preferred. Positions are family visas in Sana'a, North Yemen. Please write or call - the needs are urgent. Excellent base plus overseas benefits.  
 - **Special Advisor to Minister of Energy** - Management of person with skills in all facets of the industry. Must have demonstrated background in management, organisational development and training as well as Geology and Engineering.  
 - **Petroleum Specialist - Exploration and Production** - Must have a geological or engineering background and be able to deal with all related problems.  
 - **Legal Advisor/Petroleum** - A licensed attorney fluent in English and Arabic with a minimum of 15 years experience in the international petroleum field.  
 - **Petroleum Advisor - Pipelines, Transportation and Refining** - An expert in design, construction and operation of crude oil refined products/gas pipelines and transportation systems.  
 - **Petroleum Advisor - Costing/Production** - A demonstrated experience in areas of developing cost systems, production systems in the international exploration and production of oil and gas industry.  
 - **Petroleum Advisor - Accounting/Auditor** - Have a demonstrated experience in the design, development and establishment of a modern accounting and control system in the oil and gas industry.  
 - **Headline Advisor - Training** - Must have an extensive background in organisational development and training internationally. Will be involved in the establishment of all training programs for the Ministry of Petroleum and Minerals Resources.  
**JORGENSEN ASSOCIATES INC.**  
 FIRST INTERSTATE TOWER SOUTH  
 621 SEVENTEENTH STREET  
 SUITE 1500  
 DENVER CO 80202  
 (303) 286 0707  
 TELEX 262902

**AU PAIR - OVERSEAS APPOINTMENT**  
 Warm loving young lady who wants to become part of family. Care for 4 year old and 1 year old. Light housekeeping. Non-smoker. To start this Summer. Drivers licenses a plus. Owns room. Send details to first instance to BOX 482.

**FOR A MONTHLY EXPLORATORY MEETING TELEPHONE:**  
 London 01-930 5041/8  
 Birmingham 021-632 5648  
 The Rooms, New Street  
 Bristol 0272 277315  
 30 Baldwin Street  
 Edinburgh 031-226 5680  
 47a George Street  
 Leeds 0532 450243  
 12 St. Paul's Street  
 Manchester 061-236 8409  
 Faulkner House, Faulkner Street.

**INTEREXEC**  
 The one who stands out.

## Information Technology and the "Big Bang"

Leading international information Technology supplier establishes sales, marketing and consultancy Centre for "City" applications. Key positions, London based, are to be filled immediately from external sources.

Basic salaries between £24,000-£30,000 will be supplemented by an excellent package including bonus, company car, private health insurance, pension scheme and other big company benefits.

The new Centre will spearhead our Client's sales and marketing effort in the multi-faceted Financial Services marketplace and will therefore be staffed by experienced personnel with differing professional, business, marketing, sales and consultancy backgrounds.

**CENTRE MANAGER:** Responsible for the profitable growth of the Company's UK Financial Services business with full control over all elements of the marketing programme. You will have demonstrable experience in marketing/business management to the Financial industry, be a good strategic thinker and highly success oriented. At least 10 years experience is required of the role played by computers in "City" applications and the technological implications of "Big Bang" will be thoroughly appreciated.

**BUSINESS MANAGERS, INSURANCE & CITY MARKETS (Two positions):** Insurance applies mainly to Life but includes a thorough understanding of the Lloyds underwriting and brokerage businesses. City Markets will include dealing rooms, commodities, exchanges, money markets, stock broking and a general appreciation of the needs of the emerging financial "conglomerates". Both positions require strong marketing and strategic planning qualities.

Candidates may discuss these positions with our Director, Bob Bower today (Sunday) on 01-631 4754 between 10 a.m. and 3 p.m. or at Hattons during business hours. CVs must also be sent as quickly as possible.

**HUTTON EXECUTIVE SELECTION LTD.**  
 31 PALACE STREET, LONDON SW1E 5HW.  
 TELEPHONE: 01-430 0434 (24 HOURS)



**CORBY DISTRICT COUNCIL**  
 require an **ASSISTANT DIRECTOR OF INDUSTRY**  
 £12,513 - £13,662

The closure of the British Steel Corporation Iron and Steel Works at 1980 immediately led us to establish an industrial development centre to promote an equal opportunity for industry and commerce. Six years on Corby can proudly boast the creation of more than 7,000 new jobs in some 300 firms which have come to the area.

The need for industrial development is still important and following the Assistant Director's promotion to Director, we are now urgently seeking an equally competent replacement to treat industrialists and provide them with relevant information and assistance regarding industrial development in Corby. Duties will include advice on commercial and industrial land and negotiating with clients prior to referring prospective developers to the appropriate authority or agency.

We are looking for successful/proven experience at a senior level in commercial/industrial development and funding.

The appointment is for a period of 5 years with an Essential User Car Allowance applying.

Relocation expenses are available in appropriate cases.

Interested applicants wishing to discuss the position should telephone the Director of Industry, Ray Jackson on Corby (0536) 62571 or for further details and an application form apply to the Manpower Services Section, Civic Centre, George Street, Corby, Northants NN17 1QB or telephone Corby (056) 202551 ext 0.

Closing date 2nd May 1986.  
 An Equal Opportunity Employer.

**EC AGRICULTURAL POLICY**  
 The NFU has a vacancy in its Headquarters Community Policy Coordination Division for a person to assist in the analysis and development of agricultural policy, particularly that arising from the operation of the CAP in the UK. Applications are invited from persons with good academic qualifications, a sound knowledge of European affairs, in particular of the CAP, and some experience of dealing with economic and political problems. An ability to draft clearly and concisely and a good knowledge of French are essential. The successful candidate, who is likely to be in his/her late twenties, should be willing, at a later stage to be considered for a tour of duty in the NFU office in Brussels.

Salary will be according to age and experience. Detailed applications should be made in writing to:

Director of Staff Relations,  
 The National Farmers' Union,  
 Agricultural House,  
 Kingscliff,  
 London, SW1X 7NL.

**A CHANGE OF DIRECTION**  
 If your career is at a dead end and you are considering a change of direction this could be the opportunity you are looking for.

Opportunities exist for self-motivated people with ability and business acumen to start for a career within the financial services industry.

Exciting opportunities for personal success and career development are linked with excellent training and the prospect of a very high income.

Without obligation, find out about our direction.

Please phone **Keith Punt** on **01-734 5660**

**ALLIED DUNBAR**  
 THE FINANCIAL MANAGEMENT GROUP

**KENNET DISTRICT COUNCIL CLERK AND CHIEF EXECUTIVE**  
 (£21,999 - £24,207)

Arising from the forthcoming retirement of the present postholder, applications are invited from managers holding and administrative or legal qualification for this key post which combines departmental responsibilities with an overall management role. The person appointed will probably have substantial senior management experience in local government.

Further details are available from Mrs Mary Dixon on Devizes 4911, ext 222 or by written request to the Clerk and Chief Executive, Bowfort, Bath Road, Devizes, Wilt. SN10 2AT.

Closing date for receipt of applications: noon on 9th May 1986.

**SECRETARIAL ASSISTANT**  
 required in busy W1 firm of Accountants to handle various statutory matters. Would suit a student member of the Institute of Chartered Secretaries and Administrators. Typing experience preferable. Salary by negotiation. Part-time person considered.

In the first instance send a full CV to:  
 Mr S.J. Wildman FCA, Goodman Jones, 29/30 Fitzroy Square, London W1P 5HH

**ARCHITECT/PLANNERS**  
 Urgently for a challenging planning/insuring/cultural/educational project in Riyadh. Senior Architects/Planners must have RIBA or BA with 7+ or MA with 5+ or more years experience.

**PLANNER/ARCHITECT**  
 Must have RIBA or BA with 5+ or MA with 3 or more years experience.

**JUNIOR ARCHITECT/PLANNERS**  
 Must have BA with 3+ or MA with 1 or more years experience. Must be prepared to leave immediately for initially 5 to 6 months in Riyadh, Commissioning in Germany.

Interviews will take place on 21st - 22nd April in London. Please contact Miss Pat Street, 27 Bolton Street, Mayfair, 01-499 9281.

**WATTS, BLAKE, HEARNE & CO. P.L.C. REQUIRE AN ACCOUNTANT AT THEIR HEAD OFFICE IN NEWTON ABBOT, DEVON**

The suitable applicant will be qualified (ACA/ACMA) preferably under 30 years old with practical experience in computerised management accounting systems. He will assist with the implementation and control of a fully integrated financial/costing system including the issue of regular Management Information.

The Company offers the usual employment benefits (including relocation expenses where appropriate) and an attractive salary.

Please reply with full career details to:  
 D.A. Norman, F.C.A.,  
 Watts, Blake, Hearne & Co. P.L.C.,  
 Park House,  
 Courtenay Park,  
 Newton Abbot, Devon.

**EUROPEAN SALES EXECUTIVE**  
 £25,000 + Bonus + Travel

Our client a major U.S. financial publication needs a professional person experienced in a financial sector to take over responsibility for a major sales territory. Covering Scandinavia, Holland and the UK, selling advertising space to prestigious, top name financial institutions, this opportunity offers a unique challenge to an articulate, self-motivated person. You need a degree, 5 years commercial experience and fluency in French or German. Age 27-32. Based in central London. Please ring:

434 4512  
**Crone Corkill**  
 Recruitment Consultant  
 89 Regent Street W1

**ECONOMIC DEVELOPMENT OFFICER**  
 Salary Grade PO (6-9) £12,885-£14,885

The City Council is particularly concerned to stimulate new investment, encourage and aid the establishment of new jobs and create better prospects for the unemployed in Gloucester. For this purpose the Council has established an Economic Development Unit within the Department of Planning and Architecture.

A person is sought to head this unit with good business experience, entrepreneurial skills and who will show a commitment to the job. He or she may have a business or an "economic development" background and must be able to inspire and foster the co-operation and assistance of all groups involved in the local economy.

**CHIEF EXECUTIVE OFFICER'S DEPARTMENT**  
**RESEARCH AND DEVELOPMENT ASSISTANT**  
 Chief Executive's Office  
 Salary Grade PO (2-5) £11,504-£12,513

The Gloucester City Council is looking for a well-motivated person with a degree or professional qualification, who is both mature and proactive to assist in the planning and development of new ideas to the provision of local government services within the City. The Council is currently considering a number of new initiatives in relation to making its services more publicly accessible and more cost-effective.

Examples include performance review, decentralisation of offices and services; provision of services to meet the special needs and aspirations of ethnic minorities; take up of welfare benefits; development of strategies for leisure and recreation, the arts and tourism; relocation of the Council's main offices to restore workspaces in Gloucester town; employment creation; public participation and empowerment in decision making.

The successful candidate will be involved directly or indirectly in a number of these areas, and the work will be both innovative and exciting.

Further details and application forms for both vacancies are available from: The Personnel Officer, Gloucester City Council, 79-81 Eastgate Street, Gloucester GL1 1RA. Telephone: Gloucester 01272 ext. 47. Closing date: 9th May, 1986.

The City Council is a committed equal opportunities employer and invites applications from men and women from all sections of the community, regardless of race, colour, sex, religion, region, sexual orientation, race union activity, political activity, or subject to the physical requirements of the post - assessment.

**GLOUCESTER City Council**

**GRADUATE OPPORTUNITIES**  
 A leading international bank invites applications from university graduates for their training scheme which will commence later this year. Excellent opportunities exist to develop a career in the Corporate and Merchant banking departments. Preference will be given to candidates who hold or expect to obtain a degree in Economics, Business Administration, Science subjects or languages.

Please apply to **BOX A93**,  
 C/- The Times, P O Box 484, Virginia Street, London E1.

**FINANCIAL DIRECTOR/CONSULTANT**  
 For \$6M+ Project/Syndicate concerning medical and veterinary research on historic estate incl. private stud/stables etc. Highest credentials, imagination etc. understanding of tax laws/shelters, marketing/selling, and P.R. or who to contact. Fees large and rewarding etc. Days/Hours/Years. Reply to BOX F50.

**WEST END**  
 2 people required for major U.K. Financial services company. The successful candidate must be 25+, honest, intelligent, of sound appearance and be prepared to undergo rigorous training, leading to professional qualifications after 2-3 years.

Call Glyn Moss 01-493 1035

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 The Sauter name is synonymous with reliability and excellence in the design, supply and maintenance of control systems as applied in the HVAC industry.

To complement our Sales Team, we now need to appoint additional **SYSTEM SALES PROFESSIONALS**  
 Environmental Controls & Building Management Systems

**LONDON**  
 These positions need to be filled by candidates whose expertise and drive matches our Company's requirements for achieving sales targets to Building Services Consultants, Contractors, Public Authorities and End Users for both the North West and London areas.

A comprehensive knowledge of electronic control systems and/or air conditioning systems, as well as previous proven experience and success in selling, are the most important attributes of the successful applicants, who are likely to be qualified to HNC/HND level.

Career development is excellent and is dictated by the successful applicants' motivation and the Company's needs.

The benefits package includes a generous salary plus commission, a prestige company car, BUPA, free Life Assurance, Pension Scheme and 24 days holidays.

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**SALES MANAGERS** wanted to recruit, train and supervise 15-20 sales staff for a major insurance and finance company. Excellent and generous commission package and bonus. Call 01-225 0902.

Fill in the coupon and attach it to your advertisement. Prior to it appearing, we will contact you with a quotation and confirm the date of insertion.

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**PAY NO POSTAGE.** Send to: The Times, Shirley Margolis, Group Classified Advertisement Manager, Times Newspapers Ltd, Advertisement Department, P.O. Box 484, Virginia Street, London E1 9DD.

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**DIARY OF THE TIMES CLASSIFIED**

Over 1.4 million of the most affluent people in the country read the classified columns of The Times. The following categories appear regularly every week, and are generally accompanied by relevant editorial articles. Use the coupon (right), and find out how easy, fast and economical it is to advertise in The Times Classified.

**MONDAY** Education: University Appointments, Prep. & Public School Appointments, Educational Courses, Scholarships & Fellowships. La Crème de la Crème.  
**TUESDAY** Computer Hardware: a comprehensive guide to the computer market.  
**Legal Appointments:** Solicitors, Commercial Lawyers, Legal Officers, Private & Public practice.  
**Legal La Crème:** a new classification for top legal secretaries.  
 THE WORLD FAMOUS PERSONAL COLUMN APPEARS EVERY DAY. ANNOUNCEMENTS CAN APPEAR WITHIN 24 HOURS.

**WEDNESDAY** La Crème de la Crème: Secretarial/PA appointments over £7,500. General Secretarial, Property, Residential, Commercial, Town & Country, Overseas, Rentals.  
**THURSDAY** General Appointments: Chief Executives, Managing Directors, Directors, Sales and Marketing Executives and Overseas Appointments. Including a new classification entitled Financial and Accounting Appointments.

**FRIDAY** Motors: A complete car buyers' guide featuring established dealers and private sales. Business to Business: Selling property, franchises, equipment etc. to small and large companies or businesses.  
**SATURDAY** Overseas Travel: Holidays abroad. Low cost flights. Cruises. Car hire. U.K. Travel: Hotels, Cottages, Holiday lets. Entertainment: Pen Friends new classification for young readers to contact people with similar interests both home and overseas.

do it in 120

HORIZONS

A guide to career development

A firm step in the right direction

A little while ago an elderly gentleman told me that the most wretched day he had spent in his life was the day he first started work.

He was in fact talking about the 1920s. In those days it was common practice for working class pupils at 14 to leave the relatively protected nine to four environment of a school one day, and start the seven in the morning to seven in the evening adult world the next.

There were no careers officers to give counselling or advice and probably no one to provide a modicum of information about opportunities available.

Thankfully today, society displays a little more concern and thought for all levels of young school leavers.

Job opportunities are now presented in a serious way

stimulate enthusiasm. And hopefully, to clarify the way towards a prospective career.

However, no amount of talking, showing or explaining can be a substitute for actual experience.

A fairly new concept in the process of easing pupils from school into college or work, are the composite courses which incorporate experience of all three prior to the pupil finally leaving the security of the school situation.

In Fulham, London, five schools have joined together at sixth form level to create the 'Fulham Schools Sixth Form Consortium'. Within part of the consortium, pupils (or students as they perhaps ought to be called at this level) follow an umbrella course instigated by the Business and Technical Education Council.

Few are fully prepared for the transition between school and work. Brian Turk looks at schemes designed to make this move easier

Following this course students have (per week) three days at two of the Consortium schools - Lady Margaret School, Parson's Green and Fulham Cross School, Munster Road - one day at Hammersmith and West London College and one day out on work experience.

Work experience for the students on the BTEC Consortium course takes place on one day per week and lasts for the complete academic year.

The Consortium indemnifies the firm and provides staff to visit the students on a regular rotational basis. The visits are to ensure the student is working well and is happy with the firm.

In the years I have arranged and visited BTEC students on work experience, I have found that a very friendly relationship develops between the supervisor in the firm and the work experience student.

The experience and the nature of the work on offer varies considerably with the size and the nature of the organization concerned.

geographical area from Hammersmith in the north to Putney in the south.

Large organizations such as George Wimpey, Honeywell, Sir William Halcrow and North Thames Gas, can provide extensive open plan office situations with experience in filing, typing and often 'hands on' experience of the use of the organization's computer network or word processors.

More complex organizations like the Training and Development Centre of Hammersmith Town Hall and its computer offshoot at Vencourt House, can offer a range of activities.

In this day and age when unemployment is running at over 3.3-million, young people of all abilities are hard pushed to find a suitable job.

Without help, the under-achieving Sixth Former is at an immediate disadvantage in this initial race. The BTEC course with its varied approach is designed to give as much help as possible in these early stages.

Experience can be gained before leaving school

At the end of the year, the work experience student writes a report on their work experience - usually illustrated with photographs - detailing what they have done and what they feel they have achieved during the year.

BTEC courses are by no means perfect. They have been in the development stages themselves since their introduction in 1979.

Work is after all a major part of most people's lives. Surely it is not too much to ask of society that any person, at any level, should have a job and be in the right job and enjoying it.

APPOINTMENTS

Computing

RECRUITMENT FAIR

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18-19 April 1986 Novotel, Hammersmith, London

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We are a large firm of Solicitors in the centre of Southampton. We are looking for a suitable qualified person to administer a variety of Trusts for which we are responsible.

Experience in this type of work is necessary including handling investments and tax. Salary will be negotiable.

Please apply in writing to: Mr J. Fergie-Woods, Paris Smith & Randall, Lansdowne House, Castle Lane, Southampton, SO9 4FD.

INCORPORATED SOCIETY OF VALUERS & AUCTIONEERS SW1

EXTERNAL AFFAIRS AND CONFERENCE OFFICER

Applications are invited for this senior appointment. The successful candidate will be required to make a major contribution to the work of the Society in regard to public relations and conference activities within prescribed budget limits.

The position requires someone able to prepare Press releases and handle Press enquiries, plan and co-ordinate conferences and arrange promotional campaigns and organise the printing and marketing of the Society's publications.

Written applications, in confidence, to The Secretary, ISVA, 3 Gleding Gate, SW1, not later than 1st May 1986.

RETAIL MARKETING

To £18,000 - Car - North London

The explosion of activity in the retail sector has created many opportunities for soundly based marketing people to bring their skills to bear.

Our client has such an opportunity and in addition offers a professional environment of continuous growth based on an already very successful and profitable business.

The development programme this year will widen dramatically the established customer base and require additional marketing resources.

A new Marketing Manager has been recruited to head-up the department and the requirement is for an additional Manager to be responsible for a major element of the marketing activity.

The 'ideal' person is someone of graduate calibre who has spent at least four years in consumer marketing. Because of the substantial expenditure they must have had responsibility for major above the line activity.

In addition to a competitive salary and fully expensed Company Car, the appointment carries the usual Company benefits and outstanding career development prospects.

To apply, please contact COLIN FINN on 01-439 9241, or write to him at CLASSICAE MANAGEMENT, Liberty House, 222 Regent Street, London W1R 5DE.

Classicae

BANKING & ACCOUNTANCY

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The positions offers excellent prospects for advancement and a competitive package will be offered. May suit a newly qualified accountant or time barred finalist.

Please reply in own handwriting with full C.V. to:-

J.S. Rose, F.C.A., Gerald Edelman & Co., Chartered Accountants, 25 Harley Street, London, W1N 2BR.

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Remuneration packages are extremely attractive and can include a company car, subsidised mortgage, bonus, profit sharing and share options, pension, BUPA and a full relocation package (if appropriate).

If you are a newly/recently qualified accountant, or with further experience aged 23-32, considering the best career move available please send your career and current salary details to BARRY C SKATES or telephone him for an informal discussion.

MKA SEARCH INTERNATIONAL LIMITED Berkshire House Queen Street Maidenhead SL6 1JF Telephone: 0628 75956

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PUBLIC NOTICES

AMP AUSTRALIAN MUTUAL PROVIDENT SOCIETY

Established 1849 Incorporated in N.S.W. Members liability limited

137th ANNUAL MEETING

Notice is hereby given that the ONE HUNDRED AND THIRTY-SEVENTH ANNUAL MEETING of the members of the Society will be held in the Society's Head Office Building, Sydney Cove, at 11.00 a.m. on Wednesday 28th May, 1986, for the purpose of:-

- 1. Receiving and considering the accounts, the balance sheet and the Auditors' Report for the year ended 31st December 1985. 2. Electing Auditors in lieu of R.W. Turner, B.Sc., F.C.A., and S. Simon, F.C.A., and A.C.I.E. who retire in terms of the bye-laws but are eligible for re-election. 3. Transacting any other business which may be brought before the meeting in accordance with the Society's Bye-laws.

Head Office: Sydney Cove, Macquarie Street, M.H. RYAN, 17th April, 1986.

Further information is available at AMP office.

MOTOR INDUSTRY

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FINANCIAL AND ACCOUNTANCY

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GRADUATES 1985/86 £27,260. These Chartered Accountants with the London office of a progressive national firm. Post study and excellent training to high technical standard. A good academic record is essential. Please contact Ronald Harrison & Willis on 01-629 4465, Wey.

MANCHESTER UNITY LIFE ASSURANCE SOCIETY

Notice of the Annual General Meeting 1986: Report of the Committee and Auditors Report 1985: Appointment of the Trustees. To consider 'Amendments to the following Rules: Rule 13 General Meeting to vary the date of the Annual General Meeting and to amend to meet present legislation. Copies of these documents are available on request to any Member upon application to the Registrar's Office.

THE ANNUAL GENERAL MEETING OF THE MEMBERS OF THE ROYAL NATIONAL LIFE BOAT INSTITUTION will be held in the HALL, SOUTH BANK, LONDON, at 11.30 a.m. on TUESDAY 15th MAY 1986. The Date of Annual Meeting will be the 15th May 1986. The Chairman of the Institution will be in the chair. One of the lives of business to be considered will be to approve a new Corporate Seal for the Institution.

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# BANKING & ACCOUNTANCY APPOINTMENTS

**Nationwide Appointments**  
 Openings for P.E. II Finalists, Newly Qualified and Recently Qualified Chartered Accountants in London, Home Counties, Birmingham, Bristol, Cardiff, E. Anglia, Leeds, Manchester, Newcastle, Nottingham, Sheffield, Southampton and Scotland.  
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Junior positions are open to applicants with a minimum of 2 years General Banking/Stockbroking experience.

We offer attractive city rate salaries based on ability and experience together with a first class benefits package in line with our status.

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## GENERAL APPOINTMENTS EVERY THURSDAY

- CHIEF EXECUTIVES ■ MANAGING DIRECTORS
- DIRECTORS ■ SALES & MARKETING EXECUTIVES
- OVERSEAS APPOINTMENTS
- FINANCIAL & ACCOUNTANCY

A wide range of management appointments appears every Thursday.

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 Both positions are offering excellent benefits and career prospects.

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Handwritten signature or note at the bottom of the page.

# LA CREME DE LA CREME

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Company Law etc. essential. Part-time level, train on WP, 1st Solicitors.

### 831-7622 CLAYMAN LEGAL

300 High Holborn

### RANK XEROX

## Secretary at Director Level

**Uxbridge, Middx c£10k**

Wherever businesses need to communicate, by whatever means, there's business for Rank Xerox. One of the world leaders in advanced office technology, we're growing fast and now need a supremely professional secretary at Director level.

Needless to say, we're looking for someone with proven Secretary/PA experience at board level. Someone who not only offers fast, accurate shorthand and typing but the initiative, discretion, organising ability and authority you would associate with a senior member of a management support team in a blue-chip company. Poise, professionalism and good personal presentation are vital qualities - especially when dealing directly with influential customers and contacts.

An excellent salary is supported by comprehensive and valuable benefits including free BUPA and contributory pension scheme.

If you're businesslike enough for Xerox, please write with full details to David Simpson, Personnel Dept., Rank Xerox (UK) Ltd., Bridge House, Oxford Road, Uxbridge, Middx. UB8 1HS.

Where there's business there's Xerox

## Secretary +

We are currently seeking a high calibre Secretary for the Director of Engineering of our Appliances and Lighting Division, based at THORN EMI House.

This is a new position, and the variety of duties and responsibilities will provide involvement and responsibility in a fast-moving environment. It is important, therefore, that you have excellent secretarial skills (shorthand, audio and w.p.) together with an ordered, systematic approach to your work, and proven organising ability.

In return we offer an attractive salary, and a good range of benefits including five weeks holiday, season ticket (car and company discounts).

Interested? Please send concise career and salary details to Marion Shindler, Personnel Officer.

### THORN EMI

THORN EMI House,  
Upper Saint Martin's Lane, London WC2H 9ED.  
A THORN EMI Company

## Administrative Secretary in Oil

Elf UK, the British subsidiary of a major international oil company with offices in Knightsbridge, has a vacancy in the Operations Department for a secretary with administrative experience and a good knowledge of word processors and microcomputers.

In addition to secretarial work, responsibilities will include the processing of accounting documents, the maintenance of various records, and data input onto microcomputer.

The successful candidate will be educated to a minimum of A-level standard, have a methodical approach and at least two years' experience in a similar environment.

In return we offer a competitive salary package including lunch allowance, twice-yearly bonus and 21 days holiday.

Please write, with full CV and daytime telephone number to: Mrs. Tessa Biore, Personnel Assistant, Elf UK, 197 Knightsbridge, London SW7 1RZ.

### elf

## Secretary/P.A. To Managing Director

**Covent Garden £10,000 p.a.**

Required for the Managing Director of a leading Executive Recruitment Consultancy. The job includes secretarial and administrative duties, involvement on assignments and supervising two secretaries.

Candidates must have accurate shorthand, word-processing experience, and have worked in a variety of environments, ideally including a consultancy or personnel department. They will be smart, articulate, confident on the telephone, have a good sense of humour and an enjoyable team atmosphere of a smaller company. Please send a CV, direct to David C. Thompson, Managing Director, Bull Thompson and Associates, 63 St. Martin's Lane, London, WC2H 4JX, to arrive no later than 28th April 1986.

### Bull Thompson

CORPORATE AND RECRUITMENT CONSULTANTS

## C&L OFFICE MANAGER

**WEST END • £20,000+**

This is a financial services and real estate company operating in the West End.

Responsible to the Director you will run a small but growing office providing support services for a high energy team of mainly U.S. executives. The job requires considerable flexibility but the primary tasks are to coordinate secretarial, word processing (Wang) and personal computer facilities and to manage general office services.

You already have substantial word processing, personal computer and supervisory experience. You must be able to handle spreadsheets and some basic bookkeeping on a personal computer and actually enjoy it! What is essential is that you identify with their positive and dedicated style - "We're going to do it anyway so let's figure out how!"

Please send resumes, which will be acknowledged and forwarded to our client unless a covering letter gives contrary instructions, to Executive Selection Division, Flet. R508, Coopers & Lybrand Associates Ltd., 3 Noble Street, London EC2V 7DQ.

## PUBLISHING SECRETARIES

We publish magazines as diverse as SHE and HARPERS & QUEEN (as well as half-a-dozen other famous glossies) and books covering subjects from cookery to Stoane Rangers.

We are looking for young secretaries to work in our administrative departments which provide vital support services for the creative and advertisement sales teams.

Excellent typing, willing personality and motivation are essential. Shorthand and/or WP experience useful in some areas.

We have stylish, modern offices in W1 and offer, amongst other benefits, free magazines, swimming and squash and subsidised lunchtime exercise classes.

Please write with full C.V. and details of present salary and availability to:

Beverlie Flower,  
The National Magazine Co. Ltd.,  
72 Broadwick Street,  
London, W1V 2BP.

## UNIVERSITY COLLEGE LONDON REGISTRAR'S DIVISION

**SENIOR SECRETARY** with good secretarial skills in audio/typing required for the Registrar of this multi-faculty College. Usual secretarial duties incl. initiating own correspondence, investigations of a statistical/non-statistical nature, routine administrative duties. Adher electronic typewriter and ICL word processor.

**EXECUTIVE OFFICER/SENIOR EXECUTIVE OFFICER** required for Registrar's Examination Section. Work involves all aspects of degree examinations in Science subjects. Useful opening for University Administrative Career. Salaries for both posts on scale £6993-£9146 inclusive. Generous holidays, season ticket loan scheme, excellent conditions.

Application forms and further details for the above two posts are available from the Registrar, University College London, Gower Street, London WC1E 6BT. Telephone 01-837 7051 ext 269 for details of Senior Secretary post and ext 781 for Executive Officer/Senior Executive Officer post. Closing date: 12 May 1986.

## Judy Farquharson Limited

47 New Bond Street, London, W1Y 9HA. 01-493 8824

### PA TO £14,000

PROPERTY DEVELOPMENT  
Energetic enthusiastic young entrepreneur needs PA to assist him with new company. Should be 'A' level calibre, very presentable with good typing and bookkeeping ability. Age 25-35.

**SMALL WINE COMPANY**  
Needs first class bookkeeper/assistant with good typing. Lovely working conditions by Lambeth Bridge. £12,000.

### JFL RECRUITMENT CONSULTANTS

## A CHANGE & A CHALLENGE

If you are dynamic, self-motivated, with initiative & enthusiasm, and drive a good car-letting high class furnished properties in Central London could be for you.

### CALL PAMELA BEREND NOW

01-722 7101  
ANSCOMBE & RINGLAND

### SUPER SECRETARIES

## COOL, CALM & CAPABLE

Farrah Stead & Glynis's busy furnished lettings department in Chelsea has promoted its secretary yet again and now needs a calm and capable secretary, preferably with previous property and Wordstar experience. Salary aae.

01-370 4329 ref SG.

## COLLEGE LEAVER

**£9,500-£8,000**  
Well established city recruitment consultancy specialising in finance requires a highly motivated, energetic, and enthusiastic secretary to assist a senior manager. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### SENIOR SECRETARY

Busy firm of accountants seeks a highly motivated, energetic, and enthusiastic secretary to assist a senior manager. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### SECRETARY PA, £9,500

Experienced secretary to be recruited by a well established company in the City. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### THE WORLD'S LARGEST

recruitment agency is seeking a highly motivated, energetic, and enthusiastic secretary to assist a senior manager. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### SECRETARY PA, £9,500

Experienced secretary to be recruited by a well established company in the City. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### ADMIN/ACCOUNTS & TYPIST

Small business requires a highly motivated, energetic, and enthusiastic secretary to assist a senior manager. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

### SECRETARY PA, £9,500

Experienced secretary to be recruited by a well established company in the City. The successful candidate will be a college leaver with a minimum of 2 years' experience in a similar position. Salary on scale £9,500-£12,000. TEL: 01 492 8186 FOR APPOINTMENT.

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## THE SPRING IS HERE

**LOOK FOR A NEW CHALLENGE**  
RESEARCHER SW1  
£12,000-£15,000 + BONUS  
The successful candidate will have previous research experience in the banking field and will enjoy the challenge of a new career. An ambitious applicant will have the opportunity to expand the position.

**EXCITING W1 AGENCY £9,000**  
Health Planning Dept. in health care. No shorthand just good typing. WP exp + plenty of common sense.

**WE ARE ALWAYS LOOKING FOR TEMPORARIES TO JOIN OUR TEAM OF PROFESSIONALS. YOU MUST HAVE TODAY + WP, PH, ICL, GEMINI, STYLIST, PC, BUDGET, AND A GOOD PERSONALITY.**

COME IN AND SEE US TODAY OR TELEPHONE SALLY OWENS ON 01-236 467, 4 PINE STREET, LONDON W1X 2EL.

## KNIGHTSBRIDGE SECRETARIES

831-7622 CLAYMAN LEGAL 300 High Holborn

## EXECUTIVE SEARCH SECRETARY/RECEPTIONIST

**WEST END PACKAGE c£11,500**

Must be well educated, outgoing, highly intelligent, energetic with good accurate typing speeds. Training provided for word processor.

Small prestigious firm, young team, fast moving environment.

Please reply to:

Azra Pritchard,  
Whitehead Mann Limited,  
44 Welbeck Street,  
London W1M 7HF.  
01-935 8978

## Judy Farquharson Limited

47 New Bond Street, London, W1Y 9HA. 01-493 8824

### TRILINGUAL PA £11,000

COVENT GARDEN

Small well established Financial Consultancy needs mature and capable PA/Sec. All round involvement with company FR, client liaison, administration, organisation, fluent French and Spanish plus excellent SH/Typing. Age 30-40.

### YOUNG PR SECRETARY

For successful West End Company. Needs good SH/Typing, ability to work under pressure, scope for get involved and work as team. Age c23. Salary c£9,000.

### TEMPORARY APPOINTMENTS

We are always keen to interview candidates with excellent secretarial skills for varied temporary assignments in the West End.

### JFL RECRUITMENT CONSULTANTS

## TV PRODUCTION SEC/PA £9,000

A golden opportunity with plenty of involvement for someone bright, bubbly and creative to assist head of production at this major TV co. Must have a genuine interest in production and skills 50/50. Fantastic career prospect.

Call 01-629 1118  
Job Junction Bus Stop

## PUBLIC RELATIONS SECRETARY

A secretary is needed for the Managing Director and a Director of a busy W1 public relations consultancy specialising in food and drink clients. 25+. Good shorthand typing skills plus admin ability.

Ring Carol Featherstone on 01-935 8164

## AMERICAN UNIVERSITY UP TO £9,800

Busy London office of US graduates programme in international relations requires a Secretary/Administrator. Must have accurate secretarial skills, organisational ability, WP (Wordstar) experience an added advantage. Own office and subsidised transport.

Send CV to: Mr. S. K. Sun, Director of Admissions, American University, Regent Park, London NW1 4NS.

## FLUENT FRENCH £11,000

Small representative Merchandise business needs well educated PA who is totally bilingual and able to work competently in both languages. Must have excellent shorthand skills and a very good command of English. WP (Wordstar) experience an added advantage. Own office and subsidised transport.

Send CV to: Mr. S. K. Sun, Director of Admissions, American University, Regent Park, London NW1 4NS.

## SECRETARY

**£10,000 Age 25+ 7th Dec 86**

Person required to assist Director, Info Department, Secretary/PA. 5-11 typing, Wang WP (with cross train), modern computer, based near Heathrow.

Contact: Mrs. S. K. Sun, Director of Admissions, American University, Regent Park, London NW1 4NS.

## SECRETARY

**£9,500 at 20+**

Do you have a calming effect on people? You'll need it here where dealing with clients, many who are top TV personalities. Very much a one to one PA position for a senior Partner. Good audio experience essential.

Call Jane Corwin on 938 1846.

## MASTER LOCK RECRUITMENT

## KNIGHTSBRIDGE

Receptionist to take charge of new office business centre - must be experienced. £9000 per annum. Ann Fry 01-938 2222

## LEGAL SEC/PA c. £12,000

Required for Senior Partner of prominent firm of Solicitors. Smart presentation, very good shorthand, excellent typing skills, modern computer, based near Heathrow.

Contact: Mrs. S. K. Sun, Director of Admissions, American University, Regent Park, London NW1 4NS.

## W.P. SECRETARY

Osteopathic secretary aged 20+ with word processing experience required to set up new system (Olivetti 24). Lots of responsibility and ample remuneration for the right person.

Please call THE REGISTRAR ON 01-435 9851.

ST. GEORGE'S COLLEGE, 24 ARNcliffe ROAD, HAMPSHIRE, LONDON NW2 6AD.

## THE TEMPER WAY...

For freedom of choice, flexible holidays, favourable rates and further assistance - including could just be the answer.

All staff in the City have a variety of bookings from the prestigious International Bank to the informal PR company, so for an honest appraisal of what we can offer you call:

Heleen Platt on 283 1555

## RENTALS

### CLAVERTON STREET, SW1

A really stunning, new flat, 1 room, 1 bath, 1 kitchen, 1 living room, 1 terrace, 1 balcony. Flat situated in the heart of Pimlico. Avail. immediately on long term company let. £150 per week.

### CAMBRIDGE STREET, SW1

A pleasant 2 bedroom, 2 bath flat situated in the heart of Pimlico. Avail. immediately on long term company let. £180 per week.

### ABBOTSBURY ROAD, W14

A superb, immaculate, decorated house in excellent residential area, close to Holland Park. 3 double bedrooms, 2 bathrooms, 2 reception rooms, fully fitted kitchen. Large patio. Available now for company let only. £650 per week net.

Kingston Office: 01-837 7244

## LETTING?

WE HAVE COMPATIBLE COMPANY TENANTS LOOKING? CALL US NOW TO SEE BETTER HOUSES & FLATS

## LETTING?

See Your Specialist

## LETTING?

For the best selection of fine FLATS & HOUSES TO RENT

## LETTING?

SWEBY COWAN

## LETTING?

STURGIS



RACING: GREEN DESERT EARNS GUINEAS CHANCE WITH FREE HANDICAP VICTORY

Dancing Brave to pass classic examination

By Mandarin (Michael Phillips)
Dancing Brave, the ante-post favourite for this year's 2,000 Guineas...

Course specialists

NEWMARKET
TRAINERS: H. Cecil, 86 winners from 200 races...

CHELTHENHAM
TRAINERS: F. Winter, 49 winners from 240 races...

PERTH
TRAINERS: J. Jefferson, 5 winners from 8 races...

Cliveden had good form last year - he finished third in the Coventry Stakes...

With Eve's Error, Faraway Dancer, Illumineux, Starwood and Silvino...

Last autumn Silvino finished third in the Royal Lodge Stakes...

Last autumn Silvino finished third in the Royal Lodge Stakes...

Earlier in the day the Gerry Feilden Stakes promises to be every bit as enlightening...

With the stant this time on the Derby. Twelve months ago you would have needed a crystal ball...



Green Desert and Walter Swinburn storming clear in the Ladbrooke European Free Handicap at Newmarket yesterday. (Photograph: Ian Stewart)

Impressive Armada sails into Derby reckoning

By John Karter
While the heavens opened at Newmarket yesterday those in the know were forecasting shelter to power money on Khaled Abdullah's unbeaten colt...

Having finished third to the outside Field Hand in the Earl of Sefton EBR Stakes...

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NEWMARKET C4

Table with 2 columns: Race number and details including horse names, jockeys, and odds.

Newmarket selections

2.0 Winds Of Light. 2.35 The Clown. 3.10 Dancing Brave. 3.40 ALKAASH (map). 4.10 Ghikias Mou. 4.40 Retrieve.

2.0 Winds Of Light. 2.35 Pabby. 3.10 Eve's Error. 3.40 Alkaash.

Michael Seely's selection: 2.35 The Clown

2.35 REMY MARTIN COGNAC HANDICAP (E2,002: 1m 4f) (10)

Race card for Remy Martin Cognac Handicap with horse names and odds.

3.10 CHARLES HIDECKE CHAMPAGNE CRAVEN STAKES (G3) (11)

Race card for Charles Hidecke Champagne Craven Stakes.

3.40 KRUG CHAMPAGNE STAKES (3-Y-O: C2,944: 6f) (4)

Race card for Krug Champagne Stakes.

4.10 LADBROKES BOLDBOY SPRINT HANDICAP (3-Y-O: E2,760: 6f) (12)

Race card for Ladbrokes Boldboy Sprint Handicap.

4.40 ROWLEY MAIDEN STAKES (3-Y-O: C & G; E3,652: 7f) (17)

Race card for Rowley Maiden Stakes.

5.15 BREADALBANE NOVICE HURDLE (E685: 2m) (16 runners)

Race card for Breadalbane Novice Hurdle.

2.15 WESTERN NOVICE HURDLE (E2,444: 2m 4f) (25)

Race card for Western Novice Hurdle.

4.15 STRATHGHEAN HANDICAP CHASE (E1,274: 2m 4f) (6)

Race card for Strathghean Handicap Chase.

4.45 CAPUTH HURDLE (amateurs: E993: 2m 4f) (10)

Race card for Caputh Hurdle.

3.15 BREADALBANE NOVICE HURDLE (E685: 2m) (13)

Race card for Breadalbane Novice Hurdle.

3.15 BREADALBANE NOVICE HURDLE (E685: 2m) (13)

Race card for Breadalbane Novice Hurdle.

CHELTHENHAM BBC

Televised: 2.15, 2.50, 3.25.

2.15 MINSTER LOVELL HANDICAP HURDLE (E3,111: 2m 4f) (20 runners)

Race card for Minster Lovell Handicap Hurdle.

2.50 MAIL ON SUNDAY NOVICE HURDLE (E3,999: 2m 10f) (10)

Race card for Mail on Sunday Novice Hurdle.

3.25 SOUTH WALES SHOWERS MIRA HANDICAP CHASE (E4,935: 2m 4f) (7)

Race card for South Wales Showers Mira Handicap Chase.

4.0 WESTERN NOVICE HURDLE (E2,444: 2m 4f) (25)

Race card for Western Novice Hurdle.

4.45 CAPUTH HURDLE (amateurs: E993: 2m 4f) (10)

Race card for Caputh Hurdle.

4.35 CLIVE HUNTERS CHALLENGE CUP (amateurs: E1,413: 3m 2f) (11)

Race card for Clive Hunters Challenge Cup.

5.10 CHELTHENHAM JUVENILE NOVICE HURDLE (4-Y-O: E2,221: 2m) (14)

Race card for Cheltenham Juvenile Novice Hurdle.

5.45 AMATEUR RIDERS ASSOCIATION NH FLAT RACE (Div: E262: 2m) (20)

Race card for Amateur Riders Association NH Flat Race.

3.25 SOUTH WALES SHOWERS MIRA HANDICAP CHASE (E4,935: 2m 4f) (7)

Race card for South Wales Showers Mira Handicap Chase.

4.0 WESTERN NOVICE HURDLE (E2,444: 2m 4f) (25)

Race card for Western Novice Hurdle.

4.45 CAPUTH HURDLE (amateurs: E993: 2m 4f) (10)

Race card for Caputh Hurdle.

Newmarket results

Going: good to soft

Table of race results for Newmarket.

Perth

Going: good to soft

Table of race results for Perth.

Cheltenham

Going: heavy

Table of race results for Cheltenham.

Perth

Going: good to soft

Table of race results for Perth.

Perth

Going: good to soft

Table of race results for Perth.

Perth

Going: good to soft

Table of race results for Perth.

Large advertisement for 'SAVE & PROSPER ARE DELIGHTED TO SPONSOR THE CENTENARY CONGRESS MATCH' with logos and contact information.



Today's television and radio programmes

Edited by Peter Dear and Peter Davalle

- BBC 1
6.00 Ceefax AM.
6.30 Breakfast Time with Frank Bough and Weather at Greenwood.
12.30 News After Noon with Richard Whitmore and Michael Stuart.

- TV-AM
6.15 Good Morning Britain presented by Anne Diamond and Nick Owen.
12.30 News After Noon with Richard Whitmore and Michael Stuart.



Jimmy White: the Pot Black grand final. BBC2, 10.10pm

A PASSAGE TO WISBECH (BBC2, 9.30pm). Robin Ince's gritty title documentary about the cargo boat Carriac, has no...

CHOICE
That, and a bit of an argy-bargy, but some Dutch dock workers about uneven balancing of the cargo, is the...

purpose of knocking it down, but that they would have to accelerate their safety plans if...

and Wang, with Komarsky, piano). Dutch Violin Concerto No 1: Anne-Sophie Mutter/Berlin PD, 9.00...

10.50 Radio 2
On medium wave. See Radio 1 for VHF variations.

- OPERA & BALLET
COLSON'S 836 3141 CD 240
DUNDEE NATIONAL OPERA
ROYAL OPERA HOUSE, Covent Garden.

- THEATRES
ADELPHI 836 7811 CD 7913
ALBERT 836 6471 CD 7811
ALHAMBRA 836 6471 CD 7811

- NATIONAL THEATRE
NATIONAL THEATRE DRAMATIC COMPANY
THE HIT MILK COMEDY

- THE HIT MILK COMEDY
LA CAGE AUX FOLLES
LA CAGE AUX FOLLES

- THE MUSICAL
THE MUSICAL
THE MUSICAL

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- THE MUSICAL
THE MUSICAL
THE MUSICAL

- THE MUSICAL
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THE MUSICAL

- ART GALLERIES
ANTHONY DUFFY, 9 & 23
DERRIS ST, W. Revue Museum
DERRIS ST, W. Revue Museum

Crusader passes the early tests

After spending five long sailing Crusader against South Australia yesterday...

With Britain's second 12 metre - now registered under the name Crusader II...

One who did catch a premature glimpse of the yacht's underbody...

Following the British syndicate's recent search for muscle-bound giants...

The eye-catching job description placed in newspapers throughout Australia...

After the recent announcement that the Canada Team North Syndicate had called a halt to its operations...

Australian defence plans came to a hectic pace...

Barry Pickthall

The carnival is nearly over

From John Woodcock, Cricket Correspondent, St John's, Antigua

There being no realistic chance of their scoring the 411 needed to win the fifth Test match...

England's ambitions did not extend beyond a draw. They may have been encouraged in this by the views of Peter May...

After Richards' tour de force on Tuesday, followed by the almost immediate loss of Slack and Robinson...

could feel a sense of respite, well deserved after a torrid opening hour against Holding and Patterson...

In the second over of the afternoon Marshall put down Gower, a straightforward return catch, when Gower was two. Marshall could scarcely believe it...

Next to go was Lamb, scuttled by another low ball. With only 60 runs in his last six Test innings...

Richards stands well ahead of the rest

Vivian Richards' superlative innings of 110 not out on Tuesday sets him well clear of the field as scorer of the fastest Test match hundred of all time in terms of balls received...

It is because of the decline in Test match and other first-class over-rates - in 1930 England bowled 22 overs an hour against Australia...

The fastest hundreds in all first-class cricket for each category were scored by Percy Fender (Surrey v Northamptonshire, 1920) and Steven O'Shaughnessy (Lancashire v Leicestershire, 1983)...

The full sequence of Richards' innings: 110 runs from 58 balls as follows: 0, 0, 3, 6, 1, 2, 6, 1, 4, 1, 0, 2, 1, 0, 1, 1, 1, 1, 0, 2, 0, 1, 1, 1, 0, 0, 1, 0, 1, 6, 2, 4, 4, 1, 1, 2, 0, 0, 6, 4, 6, 1, 2, 0, 0, 2, 1, 0, 4 (103), 8, 1.

Comparative tables

Table with 3 columns: Balls, Player, and Innings. Lists Richards' 110 runs from 58 balls and compares it to other records.

TENNIS

Relief of the marathon

By Rex Bellamy, Tennis Correspondent

Colin Hess, referee of the British Home Stores tournament, was in no mood to enjoy his afternoon tea at the Cumberland Club, Hampstead, yesterday...



Business (bis' nés) [A.-S. bisigness (BUSY, -NESS)], n. serious occupation, work; professional affairs; buying and selling; man of business; one engaged in mercantile transactions; one skilled in business; business-like, a. Suitable for or befitting business; business suit, n. (Am.) A lounge suit.

MOSS BROS. ALL OUR SHOPS STOCK A WIDE RANGE OF SUITS TAILORED TO SUIT BUSINESS



Bulwarks of the world: Underwood is baulked by Farr-Jones (left) and Estève

South wins centenary battle

By David Hands, Rugby Correspondent

British Lions 7 Overseas Unions 15

The southern hemisphere, essentially the basis of the Overseas Unions side, added to their dominance of the north by beating the British Lions in Cardiff yesterday...

Scoreboard

Scoreboard table showing team scores, tries, and other statistics for the match.

Table with 3 columns: Player, Team, and Points/Tries. Lists individual player performances.

The skies were darkening over an Arms Park that looked little over half-full and heavy rain greeted Hastings' kick-off...

The players had not played a match; and the council members in Britain were fully aware of the consequences should they decide to go ahead with the tour.

Blazey holds his fire on 'rebel' tour

By Paul Martin

Ces Blazey, the New Zealand Rugby Union president, is stubbornly resisting pressure from his country's provincial unions to act swiftly and firmly against players preparing for a 'rebel' tour to South Africa.

Ten of the 11 provincial unions have sent him a telegram demanding an emergency meeting of the New Zealand Rugby Union Council...

Despite the fierce back home, the New Zealand rugby councilors here seemed keen to dampen any demand for precipitate action. Displaying a meticulous regard for formalities, Mr Blazey said a meeting of his council was not necessary nor was it practicable.

The players had not played a match; and the council members in Britain were fully aware of the consequences should they decide to go ahead with the tour.

Arriving at the National Stadium, Cardiff, he said he had not yet seen the telegram. Dr Danie Craven, the South African rugby chief, who was also at the stadium, refused to comment.

While most of New Zealand's rugby establishment have until now favoured continued ties with South Africa, their objections arise mainly from the way the tour was organized.

It wouldn't matter if the tour was to Alaska, one council member, J.J. Stewart, said. "It's the way they went behind our backs that we object to."

Fearful of the possible impact of the row on African participation in the Commonwealth Games in Edinburgh, the New Zealand Commonwealth Games Association and David Lange, the country's Prime Minister, have strongly condemned the tour and accused the South Africans of deception and subterfuge.

SPORT IN BRIEF

Fenwick's big fear

Terry Fenwick, the Queen's Park Rangers captain, fears that the Football Association have already decided to deny him a last chance to stake a claim in England's World Cup squad.

If he is suspended, he will not be considered for England's match against Scotland next week.

Fenwick said yesterday: "I thought the idea of a commission was to sort things out on the day; it appears they have prejudged the issue."

Jack Dunnett, the Football League president, has appealed for first division club chairmen to attend the extraordinary meeting on April 28.

Sydney Maree, who missed the 1984 Olympic Games because of injury, has switched to longer distances for the 1988 Games.

Bold Eagles

Sheffield Eagles will break new Rugby League ground on Sunday when they start their home game against at 6.30pm rather than 5.30, an experiment aimed at attracting a family audience.

British Tissues are backing a £110,000 scheme which offers 250 youngsters the chance of an all-expenses paid coaching weekend.

The organizing board of the 60th World Cup hockey tournament, at Wilsden Stadium, north London, from October 4 to 19, have received £75,000 from the Japanese computer company, NEC, following earlier sponsorship from Puma.

Vicki Cardwell, in search of her fifth title in the Hi-Tec British open squash championships, today faces an uphill climb but daunting obstacle in the shape of Lucy Soutter, England's teenage national champion.

The 29-year-old Australian, who retired two years ago to start a family, has returned to the sport's top flight and in yesterday's second round at Dunnington Mill, East Grinstead, took just 20 minutes (conceding one point) to overwhelm her compatriot, Michele Toon.

Soutter an unknown quantity to Cardwell

By Colin McQuillan

Among the top women players, however, there is genuine alarm at the return of Mrs Cardwell, winner of four successive British Open titles up to 1983.

Philipp Kenyon, the British men's champion, crushed Simon Taylor, of Leicester, 9-2, 9-1, 9-3 in 35 minutes.

Not to be outdone, Miss Soutter, aged 19, gave away one more point than that to Jill Benfield, of Kent, but was off court within 19 minutes. The British girl has risen so speedily from the junior ranks to challenge the best in the world that she has never shared a court with the tough Australian, who dominated the women's game until her early retirement. She claims respect, but no fear for the former world champion.

SQUASH RACKETS

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